

1 IN THE UNITED STATES DISTRICT COURT

2 FOR THE DISTRICT OF OREGON

3 SUZANNE IVIE,)
)
4 Plaintiff,) 3:19-cv-01657-JR
)
5 vs.) June 14, 2021
)
6 ASTRAZENECA PHARMACEUTICALS, LP,) Portland, Oregon
)
7 Defendant.)

8
9
10 (Jury Trial - Volume 1)

11 BEFORE THE HONORABLE JOLIE A. RUSSO

12 UNITED STATES DISTRICT COURT MAGISTRATE
13
14
15
16
17
18
19
20
21
22
23
24
25

APPEARANCES

FOR THE PLAINTIFF:

Anita Mazumdar Chambers
Robert Scott Oswald
The Employment Law Group
1717 K Street, NW, Suite 1110
Washington, DC 20006

FOR THE DEFENDANT:

Melinda S. Riechert
Morgan, Lewis & Bockius, LLP
1400 Page Mill Road
Palo Alto, CA 94304

Ryan P. McCarthy
Morgan, Lewis & Bockius, LLP
1701 Market Street
Philadelphia, PA 19103

Anne M. Talcott
Schwabe, Williamson & Wyatt
1211 SW Fifth Avenue, Suite 1900
Portland, OR 97204

COURT REPORTER:

Dennis W. Apodaca, RDR, FCRR, CRR
United States District Courthouse
1000 SW Third Avenue, Room 301
Portland, OR 97204
(503) 326-8182

INDEX

1		
2		
3	Preliminary matters	4
4	Preliminary instructions	12
5	Opening statement by Mr. Oswald	24
6		
7		
8		
9		
10		
11		
12		
13		
14		
15		
16		
17		
18		
19		
20		
21		
22		
23		
24		
25		

1 (June 14, 2021)

2 P R O C E E D I N G S

3 (Open court:)

4 THE CLERK: All rise. This United States District
5 Court for the District of Oregon is now in session, the
6 Honorable Judge Jolie Russo presiding. We are here in the case
7 of Civil No. 3:19-cv-01657-JR, Ivie versus AstraZeneca
8 Pharmaceuticals, LP.

9 Counsel, would you identify yourselves for the
10 record, please.

11 MR. OSWALD: I am happy to do it from here, or I can
12 approach the podium. Here is fine?

13 THE COURT: That's fine.

14 MR. OSWALD: Scott Oswald, Your Honor, on behalf of
15 Suzanne Ivie. I have Anita Chambers and Ray Mastoloni. He is
16 a law student from the American University College of Law. And
17 Suzanne Ivie is here on the end. Peter Phaneuf will be helping
18 us with the technology during the trial.

19 THE COURT: I'm sorry. Your name is?

20 MS. CHAMBERS: Anita Chambers.

21 THE COURT: Thank you very much. Welcome. I
22 appreciate that.

23 MS. RIECHERT: Good afternoon, Your Honor. My name
24 is Melissa Riechert.

25 MR. MCCARTHY: Good afternoon, Your Honor.

1 Ryan McCarthy.

2 MS. TALCOTT: Good afternoon. Anne Talcott from
3 Schwabe.

4 MS. CLEMENT: Good afternoon. Beth Clement with
5 AstraZeneca.

6 THE COURT: All right. Thank you. We are all really
7 going to have to speak up. What a drag. But it's what we
8 have. So try hard to enunciate and speak up, because even
9 hearing you, sir, was difficult.

10 MR. OSWALD: I will bring my outdoor voice.

11 THE COURT: Perfect, because sitting behind that
12 plexiglass, all those jurors, they are going to struggle.
13 Thank you very much.

14 MS. RIECHERT: Your Honor, if we could raise one
15 issue with you about that subject. Both of us would like to
16 request that we not be required to wear our masks during
17 opening statements and closing arguments. It's really hard to
18 talk and be heard and for the jurors to listen to us. I am
19 fully vaccinated. I have been since February. I am healthy as
20 a horse.

21 THE COURT: I know. It is the decision of the chief
22 judge. He is the person that has mandated masks are to be worn
23 in the courtroom and in the courthouse at all times except for
24 witness on the stand. I can ask. Again, that's what I can do.

25 MS. RIECHERT: I would appreciate it, and I'm sure

1 Mr. Oswald does too.

2 THE COURT: I would ask for an exception. You would
3 probably need to stay at your respective desks and not come to
4 the lecturn, but me see what I can do.

5 I know there was some questions about the COVID
6 questionnaire, and that issue has now been put to bed with the
7 jurors. It has. I know you have a copy of the COVID
8 questionnaire. It was meant to be comprehensive and to ferret
9 out any issues whatsoever somebody may have with serving during
10 this pandemic. I will tell you that I have received easily two
11 or three a day since they were mailed out with people saying
12 either, "I'm not comfortable serving during COVID," and I have
13 had some responses from people, unfortunately -- I know most of
14 you aren't local, but our poor little city, some people saying
15 "Look, I'm just nervous coming downtown. I don't want to be in
16 downtown Portland because of the mess." I will tell you I have
17 excused everybody. There is not a person here who I have said,
18 "Too bad; come on in; you need to serve." So all of those
19 people are gone. The only ones remaining are folks that filled
20 out that questionnaire and said, "No issue; no issue; no
21 issue." So it shouldn't be an issue.

22 MS. RIECHERT: One of the things we were concerned
23 about mentioning, previously with the original judge, that we
24 would not get a good cross-representation of jurors given the
25 COVID epidemic. Maybe we can see when the pool comes in

1 whether we are getting a cross-representation.

2 THE COURT: I think the latter. I think we will see.
3 Obviously I don't have any idea about the folks who did not
4 respond requesting deferrals. I will say that the people who
5 requested deferral -- here comes a gross generalization -- by
6 and large, they tended to be older. They checked the
7 65-and-older box. If that wasn't the case, they were living
8 with somebody or caring for somebody, but I don't know. We
9 will see. I think that's a fair question.

10 What else? Peremptories. You each have three. As I
11 go through the voir dire, if somebody exhibits bias or for some
12 reason I'm concerned, I will say, "I am going to excuse this
13 juror for cause. Any objection, Counsel? Either side." You
14 are free to speak up, "No objection," or make your objection on
15 the record. If you want to object to a juror for cause, simply
16 make your objection. I'll ask the other side for their
17 opinion -- objection; no objection -- and I'll make the ruling
18 and we will continue.

19 Also, down on the second floor, everything that goes
20 on in terms of the initial voir dire will be broadcast down to
21 the second-floor jury room, so we don't have to redo
22 everything. They will be paying attention, making notes, if
23 there is a question that comes up that they need to respond to,
24 so if I excuse somebody we can pull somebody up from the second
25 floor. I'll ask them if they have a response to any of the

1 questions thus far, they will tell us, and then we move on.
2 Otherwise, I can't imagine we would start over every time we
3 excused a juror with all of these questions.

4 Any other concerns?

5 MR. OSWALD: Just a couple, Your Honor.

6 THE COURT: Certainly.

7 MR. OSWALD: A couple of questions.

8 So for those that we're going to ask you to strike
9 for cause, are we doing that in open court?

10 THE COURT: To tell you the honest truth, because the
11 judges typically do the voir dire, I don't think I've had
12 lawyers move to strike for cause. That's an unusual situation
13 here. If we don't do it as we are moving along, then we are
14 faced with the problem of literally -- if we are going to do it
15 and wait for your peremptories, then we are going to start all
16 over, which that can't work. We will never finish.

17 Suggestions, Counsel? I'm open to a suggestion that
18 we will keep our process moving along efficiently, certainly be
19 appropriate.

20 MR. OSWALD: I hear you. I have done it both ways,
21 I'm comfortable with it both ways. I want to make sure I knew
22 what the rule was. If I'm here and I have got the objection,
23 I'll set it up, and then I'll say, "Your Honor, I would like to
24 move that we excuse Mr. or Mrs."

25 THE COURT: I think that's probably the most

1 efficient way to handle it.

2 MR. OSWALD: Our final question, we will be masked
3 for those questions. Do we take those from the podium so we
4 can actually see the jurors?

5 THE COURT: Yes, because you will be masked.

6 MR. OSWALD: Okay. Understood.

7 THE COURT: Any other concerns, questions?

8 Good. Okay.

9 MR. OSWALD: Your Honor, the only other thing, how
10 much time do we have between the time we get the list and the
11 time that the jurors start filing in?

12 THE CLERK: Immediate.

13 THE COURT: Immediate. It's contemporaneously pretty
14 much. You will get the list. We get 13. Eight in the box,
15 five in front here. And like I said, as we excuse, we will
16 bring somebody up from the second floor. We also have an
17 overflow that's being video-cast into 14A for the public,
18 because we can't allow public members here. So I know that
19 there has been a little bit of interest in the trial so far.
20 They will be directed next door to 14A.

21 Also, there will be a public telephone line open
22 after the voir dire process is completed. So, for example, a
23 local news reporter will be able to dial in to a public
24 telephone number and listen to whatever is going on in the
25 courtroom. That's in an attempt to make this acceptable to the

1 public since we are not allowing them in this courtroom, but
2 that's for your information.

3 MR. OSWALD: Do we know what that telephone number
4 is?

5 THE COURT: Gary, do you know it?

6 MR. OSWALD: Once we have a jury that has been
7 seated, do we take a break at that point before we move into
8 openings?

9 THE COURT: We will seat the jury. I will read the
10 preliminary instructions, and then, yes, we will take a break
11 before opening. Yes.

12 MS. RIECHERT: Your Honor, we talked about doing a
13 preliminary instruction whether certain things were admitted
14 for the truth or a limited purpose. Is that one of your
15 preliminary instructions?

16 THE COURT: It is. Thank you.

17 THE CLERK: The phone number that is being used for
18 the public line is 1-888-808-6929. The access code will be
19 7289573.

20 MR. OSWALD: Thank you.

21 THE COURT: Let me know if there are any other
22 questions. I'm going to try to contact the chief judge real
23 fast.

24 MS. TALCOTT: Your Honor, I have an associate from
25 Schwabe who may come over. Is it fine for him to sit in the

1 gallery? He may be assisting us with some things in the case.
2 There is not room at counsel table.

3 THE COURT: As long as he is assisting in the case,
4 absolutely. I don't think the doors will be locked, but they
5 will be closed.

6 MS. TALCOTT: I just didn't want you to be surprised
7 if he came in.

8 THE COURT: Thank you. I appreciate that. I
9 probably would have asked somebody to go ask him what he is
10 doing here.

11 THE CLERK: During the course of trial we are going
12 to leave the inner doors shut; the outer doors will remain
13 open.

14 MS. RIECHERT: Your Honor, if the option is masks
15 here or unmasked here, I'll take mask there, if that moots the
16 questions for the chief judge. Our ideal with be unmasked at
17 the podium.

18 THE COURT: Let me see what I can do.

19 MS. RIECHERT: Thank you so much.

20 MR. OSWALD: I join in that request, Your Honor.

21 THE COURT: Okay.

22 (Jury selection was held but not herein transcribed.)

23 (The jury was duly sworn.)

24

25

Preliminary Instructions

1 THE COURT: Thank you very much. I look forward to
2 seeing you every day this week and possibly Monday. I am going
3 to read some preliminary instructions, and then I'm going to
4 release you for a 15-minute break, and Mr. Magnuson will show
5 you where you will go to have your break and lunch.

6 Ladies and gentleman, you are now the jury in this
7 case. It is my duty to instruct you on the law. You must not
8 infer from these instructions or from anything that I say or do
9 as an indication that I have an opinion regarding the evidence
10 or what your verdict should be.

11 It is your duty to find the facts from all the
12 evidence in this case. To those facts, you will apply the law
13 as I provide it to you. You must follow the law as I give it
14 to you, whether you agree with it or not, and you must not be
15 influenced by any personal likes or dislikes, opinions,
16 prejudices, or sympathy. That means that you must decide the
17 case solely on the evidence before you. You will recall that
18 you just took an oath to do so.

19 In following my instructions, you must follow all of
20 them and not single out some and ignore others. They are all
21 important.

22 Again, this is a civil case. The plaintiff has the
23 burden of proving her case by what is called the preponderance
24 of the evidence. When a party has the burden of proof on any
25 claim by a preponderance of the evidence, it means that you

Preliminary Instructions

1 must be persuaded by the evidence that the claim is more
2 probably true than not. You should base your decision on all
3 of the evidence regardless of which party presented it.

4 Those of you who are familiar with criminal cases
5 will have heard of proof beyond a reasonable doubt. That
6 requirement does not apply to a civil case like this one, and
7 you should therefore not consider it.

8 The evidence you are to consider in deciding what the
9 facts are consist of the sworn testimony of any witness, the
10 exhibits which are received into evidence, and any facts to
11 which the lawyers have agreed.

12 I will tell you what is not evidence. In reaching
13 your verdict, you may consider only the testimony and exhibits
14 received into evidence. Certain things are not evidence and
15 you may not consider them in deciding what the facts are. I'm
16 going to list them for you.

17 First, arguments and statements by lawyers are not
18 evidence. The lawyers are not witnesses. What they will say
19 in their opening statements, closing arguments, and at other
20 times is intended to help you interpret the evidence, but it is
21 not evidence. If the facts as you remember them differ from
22 the way the lawyers have stated them, your memory of them
23 controls.

24 No. 2. Questions and objections by lawyers are not
25 evidence. Attorneys have a duty to their client to object when

Preliminary Instructions

1 they believe a question is improper under the rules of
2 evidence. You should not be influenced by the objection or by
3 the Court's ruling on the objection.

4 No. 3, any testimony that has been excluded or
5 stricken or that you have been instructed to disregard is not
6 evidence and must not be considered. In addition, sometimes
7 testimony and exhibits are received only for a limited purpose.
8 If I give you a limiting instruction, you must follow it.

9 Finally, anything you may have seen or heard when the
10 court is not in session is not evidence. You are to decide the
11 case solely on the evidence received here at trial.

12 Evidence may be either direct or circumstantial.
13 Direct evidence is direct proof of a fact, such as testimony by
14 a witness about what that witness personally saw or heard or
15 did. Circumstantial evidence is proof of one or more facts
16 from which you could then find another fact. You should
17 consider both kinds of evidence. The law makes no distinction
18 between the weight to be given to either direct or
19 circumstantial evidence. It is for you to decide how much
20 weight to give any evidence.

21 Some evidence may be admitted only for a limited
22 purpose. When I instruct you that an item of evidence has been
23 admitted only for a limited purpose, you must consider it only
24 for that limited purpose and not any other purpose.

25 Here, plaintiff's counsel may show you or refer to

Preliminary Instructions

1 certain emails during opening statement and later offer them
2 into evidence. In those emails plaintiff expressed concerns
3 about off-label promotions, made complaints about age
4 discrimination, or made other complaints to or about
5 individuals at AstraZeneca. Those emails are not being offered
6 to establish that the complaints plaintiff made are true but
7 may be considered only for the limited purpose of showing that
8 plaintiff in fact sent the emails making the complaint and not
9 for any other purpose.

10 There are rules of evidence which control what can be
11 received into evidence. When a lawyer asks a question or
12 offers an exhibit into evidence, and a lawyer on the other side
13 thinks that it is not permitted by the rules of evidence, that
14 lawyer may object. If I overrule the objection, the question
15 may be answered or the exhibit received. If I sustain the
16 objection, the question cannot be answered, and the exhibit
17 cannot be received.

18 Whenever I sustain an objection to a question, ignore
19 the question and do not guess what the answer would have been.
20 Sometimes I may order that the evidence be stricken from the
21 record and that you disagree or ignore the evidence. That
22 means that when you are deciding the case, you must not
23 consider the evidence which I told you to disregard.

24 In deciding the facts in this case, you may have to
25 decide which testimony to believe and which testimony not to

Preliminary Instructions

1 believe. You may believe everything a witness says or part of
2 it or none of it. Proof of a fact does not necessarily depend
3 on the number of witnesses who testify about it.

4 In considering the testimony of any witness, you may
5 consider: The opportunity and ability of the witness to see or
6 hear or know the things testified to; the witness's memory; the
7 witness's manner while testifying; the witness's interests in
8 the outcome of the case and any bias or prejudice; whether
9 other evidence contradicted the witness's testimony; the
10 reasonableness of the witness's testimony, considering all of
11 the evidence and any other factors that bear on believability.

12 I will give you detailed instructions on the law at
13 the end of the case, and those instructions will control your
14 deliberations and decision. But in order to help you follow
15 the evidence, I will give you a brief summary of the parties'
16 positions.

17 Plaintiff Suzanne Ivie was employed by Defendant
18 AstraZeneca Pharmaceuticals for 19 years, most recently as an
19 executive district sales manager. In June 2019, AstraZeneca
20 terminated Ms. Ivie's employment. Ms. Ivie now brings the
21 following state and federal claims against AstraZeneca alleging
22 violations under the Age Discrimination in Employment Act, the
23 False Claims Act, the Family Medical Leave Act, the Oregon
24 unlawful employment discrimination statute, the Oregon
25 discrimination for whistleblowing statute, and the Oregon

Preliminary Instructions

1 employer violation of family leave.

2 Plaintiff alleges that defendant's discriminatory and
3 retaliatory conduct caused her harm. Plaintiff has the burden
4 of proving her claim.

5 Defendant denies plaintiff's claims and alleges an
6 affirmative defense of good faith and that plaintiff's claims
7 are barred or reduced, to the extent plaintiff failed to
8 mitigate or minimize her damages. Defendant has the burden of
9 proving its affirmative defenses.

10 THE COURT: I'll now state a few words about your
11 conduct as jurors.

12 First, keep an open mind throughout the trial and do
13 not decide what the verdict should be until you and your fellow
14 jurors have completed your deliberations at the end of the
15 case.

16 Second, because you must decide this case based only
17 on the evidence received in the case and on my instructions as
18 to the law that applies, you must not be exposed to any other
19 information about the case or to the issues it involves during
20 your jury duty.

21 So until the end of the case, or unless I tell you
22 otherwise, do not communicate with anyone in any way and do not
23 let anyone else communicate with you in any way about the
24 merits of the case or anything to do with it. This includes
25 discussing the case in person, in writing, by phone, electronic

Preliminary Instructions

1 means via email, text messaging, or on any Internet chat room,
2 blog, website, or other feature. This applies to actually
3 communicating with your fellow jurors, until I give the case to
4 you for deliberation, and it applies to communicating with
5 everyone else, including your family members, your employer,
6 the media or the press, and the people involved in the trial,
7 although you may certainly and reasonably notify your family
8 and your employer that you have been seated as a juror in the
9 case.

10 But if you are asked or approached in any way about
11 your jury service or anything about this case, you must respond
12 that you have been ordered not to discuss the matter, and then
13 please report the contact to the Court.

14 Because you will receive all of the evidence and
15 legal instruction you may consider to return a verdict, do not
16 read, watch, or listen to any news account or commentary about
17 the case or anything to do with it. Do not do any research,
18 such as consulting dictionaries, searching the Internet, or
19 using other reference materials. And do not make any
20 investigation or in any other way try to learn about the case
21 on your own. The law requires these restrictions to ensure the
22 parties have a fair trial based on the same evidence that each
23 party has had an opportunity to address.

24 A juror who violates these restrictions jeopardizes
25 the fairness of these proceedings and a mistrial could result

Preliminary Instructions

1 that would require the entire trial process to start over. If
2 any juror is exposed to any outside information, please notify
3 the Court immediately.

4 From time to time during the trial, it may become
5 necessary for me to talk with the attorneys out of the hearing
6 of the jury. Please understand that while you are waiting on
7 us, we are working. The purpose of these conferences is not to
8 keep relevant information from you but to decide how certain
9 evidence is to be treated under the rules of evidence and avoid
10 confusion and error. We will do our very best to keep the
11 number and length of these conferences to a minimum. I may not
12 always grant an attorney's request for a conference. Do not
13 consider my granting or denying a request for a conference as
14 any indication of my opinion of the case or what your verdict
15 should be.

16 During deliberations, you will have to make your
17 decisions based on what you recall of the evidence. You will
18 not have a transcript of the trial. I urge you to pay close
19 attention to the testimony as it is given. Again, I'm going to
20 remind you that at any time you cannot hear or see the
21 testimony, evidence, questions, or arguments, just simply wave
22 your hand; get my attention. I will be watching you. Let me
23 know so I can correct the problem.

24 If you wish, you may take notes to help you remember
25 the evidence. If you do take notes, please keep them to

Preliminary Instructions

1 yourself until you and your fellow jurors go to the jury room
2 to decide this case. Don't let note-taking distract you. When
3 you leave, your notes should be left in the jury room. No one
4 will read your notes, and they will be destroyed at the
5 conclusion of the case. Whether or not you take notes, you
6 should rely on your own memory of the evidence. Notes are only
7 to assist your memory. You should not be overly influenced by
8 your notes or the notes of your fellow jurors.

9 Trial will proceed as follows: First, each side will
10 make an opening statement. Again, an opening statement is not
11 evidence. It is simply an outline to help you understand what
12 that party expects the evidence will show, and the parties are
13 actually not required to make an opening statement.

14 The plaintiff will then present evidence and counsel
15 for the defendant may cross-examine. Then the defendant may
16 present evidence and counsel for the plaintiff may
17 cross-examine. After the evidence has been presented, I will
18 instruct you on the law that applies to the case, and the
19 attorneys will make closing arguments. After that, you will go
20 to the jury room to deliberate on your verdict.

21 A trial day typically begins around 9:00 a.m. and
22 finishes around 5:00 p.m. There are two 15-minute breaks; one
23 in the morning and one in the afternoon. There is also about a
24 one-hour lunch break. However, I think Mr. Magnuson intends to
25 speak with you about any special scheduling needs you might

Preliminary Instructions

1 have; for example, if you prefer an earlier start time, at
2 8:30 a.m. or have a childcare pick-up issue, whatever issue you
3 might have, we can certainly try to accommodate. Please
4 certainly do raise those with Mr. Magnuson.

5 At this time we will take a 15-minute break, and we
6 will return for opening statements.

7 Again, thank you very much.

8 THE CLERK: We are in recess.

9 (Recess.)

10 (Open court; jury not present:)

11 MS. RIECHERT: I object to binders, Your Honor.

12 MR. OSWALD: So on the first call, we talked about
13 jury notebooks for each side. I brought ours. It is ten
14 documents in here that have been admitted into evidence. I ask
15 to pass them out to the jurors so they have them.

16 THE COURT: And all of the exhibits in those
17 notebooks have been received?

18 MR. OSWALD: Yes.

19 MS. RIECHERT: It seems unusual to me to give certain
20 exhibits to the jury and not all of the exhibits when they get
21 them in the jury room at the end of the day. I find it very
22 distracting to jurors when they get exhibits, and they spend
23 all of their time looking at the exhibits and not listening to
24 the testimony. I think it would be better to wait to the
25 end of the case.

Preliminary Instructions

1 THE COURT: You intend to use these exhibits when?

2 MR. OSWALD: Throughout the case.

3 THE COURT: Is it necessary to give it to them during
4 opening?

5 MR. OSWALD: No. We could do it after opening.

6 THE COURT: And after defendant's opening?

7 MR. OSWALD: Yes.

8 THE COURT: Okay.

9 MR. OSWALD: Do you want me to hand them to the court
10 clerk after openings?

11 THE COURT: No. But you can do it after opening.

12 It looks like we will do defendant's opening tomorrow
13 morning then?

14 MS. RIECHERT: Correct, Your Honor.

15 THE COURT: So I can pay attention to what the jurors
16 are requesting, does a 9:00 a.m. start time work for everybody?

17 MR. OSWALD: Yes.

18 MS. RIECHERT: Yes, Your Honor.

19 MR. OSWALD: Your Honor, will you mention to them
20 before I come up why I'm taking off my mask?

21 THE COURT: Yes. I will.

22 MR. OSWALD: Thank you.

23 THE COURT: The jurors are receiving individualized
24 little packets that contain a pen, a pad of paper, I think
25 Kleenex. What else, Gary?

Preliminary Instructions

1 THE CLERK: Sanitizer, juror stickers, a notepad, a
2 mask. That's about it.

3 THE COURT: Okay.

4 (Pause in proceedings.)

5 (Open court; jury present:)

6 THE COURT: Jurors, you'll see in your seats what we
7 are calling a little "goody bag," although there aren't that
8 many goodies in there. Let's be clear about that. Take off
9 your old juror numbers. Pass them down to one end. We are
10 going to collect those. You have got new numbers in your bag.
11 If you would put those on, please.

12 Then as soon as you get your new numbers -- I think
13 you start with juror No. 1; is that right?

14 JUROR: Yes.

15 THE COURT: If you could say for the record, Juror
16 No. 1, then state your name, and then we can go down the row
17 with your name and your new juror number, that would be
18 helpful.

19 JUROR: Juror No. 1, I'm Kathleen Bocti.

20 JUROR: Juror No. 2, Ann Kent.

21 JUROR: Juror No. 3, Ellen Freeman.

22 JUROR: Juror No. 4, Leslie Valentine.

23 JUROR: Juror No 5, Tyler Bonnette.

24 JUROR: Juror No. 6, Beverly Harmon.

25 JUROR: Juror No. 7, Taylor Van Domelen.

Opening Statement

1 THE COURT: Thank you. We are going to proceed with
2 opening statements. Plaintiff will begin. The lawyers have
3 requested permission and have been granted to remove their
4 masks and stand at the lecturn so that you can better hear
5 them. So they will be permitted to remove their masks for that
6 purpose only.

7 Thank you.

8 Sir.

9 MR. OSWALD: Thank you, Your Honor.

10 Good afternoon, everyone.

11 Federal law requires that a company must protect
12 employees who report illegal marketing practices, and the
13 company must investigate that report. The company's
14 investigation should not include scrutiny of the employee's
15 performance, and the report should be kept confidential. If a
16 manager retaliates against the employee because the report is
17 not kept confidential, then, according to the law, the company
18 is responsible for all of the harm that is caused the employee.

19 Now, let me tell you the story of what happens in
20 this case. The State of Oregon has estimated that 5.2 percent
21 of adults in Oregon have chronic obstructive pulmonary disease,
22 also known as COPD. COPD is a chronic inflammatory lung
23 disease which causes obstructed airflow in the lungs.

24 AstraZeneca makes a drug that the FDA approved to
25 treat COPD. But in 2018, the FDA approved a less expensive

Opening Statement

1 generic alternative that hit the market, driving down
2 AstraZeneca's market share. In response, an AstraZeneca sales
3 supervisor instructs her salespeople to market AstraZeneca's
4 COPD drug as a treatment for depression and anxiety in addition
5 to COPD.

6 An employee with 19 years of service to AstraZeneca
7 objects to AstraZeneca marketing its COPD drug for anxiety and
8 depression. Shortly afterward, the 19-year employee's
9 supervisor downgrades this employee's performance rating from a
10 five out of five to a two out of five. When the 19-year
11 employee then alerts AstraZeneca compliance department to her
12 supervisor's illegal marketing instructions, the compliance
13 department shares her complaint with its human resources
14 department, the same human resources department that the
15 employee's supervisor now tasks to scrutinize the 19-year
16 employee's performance.

17 One month later, the employee's supervisor and the
18 human resources department disciplined the employee for the
19 first time in her 19-year AstraZeneca career. The 19-year
20 employee returns to AstraZeneca's compliance department for
21 help. AstraZeneca's compliance department, again, shares the
22 19-year employee's renewed complaint with the human resources
23 department. Three weeks later, the human resources department
24 fires the 19-year employee. That employee's name is
25 Suzanne Ivie.

Opening Statement

1 Anita Chambers, Ray Mastoloni, Peter Phaneuf, and I
2 are privileged to represent Suzanne Ivie and to tell her story
3 to you.

4 We believe that when you've heard all of the evidence
5 in this case, you will find that AstraZeneca violated the laws
6 that are written to protect employees in situations just like
7 this one. See, there are laws that protect employees, and they
8 are what bring us to this courthouse today. Companies like
9 AstraZeneca create rules to comply with these laws. They are
10 the workplace rules that protect and keep employees safe from
11 retaliation. But these workplace rules, like all safety rules,
12 only protect us if jurors choose to enforce them.

13 What are these rules? Let's look at AstraZeneca's
14 own code of ethics.

15 Rule No. 1. "AstraZeneca must market its products
16 only for their approved uses," as seen in AstraZeneca's code of
17 ethics, Exhibit 114, page 4. I want to pause for a moment to
18 point out to you that what you're seeing in front of you you'll
19 see as evidence in this case that supports Suzanne Ivie's case.

20 You will see exhibit numbers in the lower left-hand
21 corner here and page numbers. And as you see this evidence,
22 you can write the exhibit number down for future reference and
23 take it with you for your deliberations.

24 Rule No. 2. "AstraZeneca must prevent its managers
25 from retaliating against employees who report concerns about

Opening Statement

1 the company marketing its product for unapproved uses." This
2 is seen in AstraZeneca's code of ethics, Exhibit 114. This
3 time it's at page 5.

4 Rule No. 3. "AstraZeneca must protect its employees
5 from retaliation when they report in good faith concerns about
6 the company's marketing its drugs for unapproved uses,"
7 Exhibit 181, AstraZeneca's U.S. compliance program at pages 3
8 and 4.

9 Rule No. 4. "AstraZeneca must not put its profits
10 over its patients," back to AstraZeneca code of ethics,
11 Exhibit 114, page 2.

12 Now, Suzanne Ivie is suing AstraZeneca for three
13 reasons: The first is for AstraZeneca's violation of the rule
14 that it must protect its employees from retaliation when they
15 report in good faith a concern about the company's marketing
16 for an unapproved drug use.

17 AstraZeneca will tell us that it is a global,
18 science-led bio-pharmaceutical company whose drugs are used by
19 millions of patients. It will tell us that it must take all
20 necessary steps to protect its customers and its patients to
21 ensure that those who take its drugs are protected.
22 AstraZeneca will tell us that it must meet the highest ethical
23 standards and respect for the law.

24 To ensure that it always meets the highest ethical
25 standards and respect for the law, AstraZeneca requires its

Opening Statement

1 employees to report any actual or suspected ethics violation,
2 Exhibit 181, page 3. And to do so without delay.

3 AstraZeneca directs its employees to raise their
4 concern first to their manager, then they should go to the
5 compliance department. When an employee reports an actual or
6 suspected ethics violation to compliance, the compliance
7 department must protect the confidentiality of the information
8 relating to the reported violation. Only those with a need to
9 know are informed.

10 If you remember one thing about AstraZeneca's own
11 rules, it is this: AstraZeneca requires its employees to
12 report even a suspected violation. We see that here in
13 AstraZeneca's compliance program policy. This is plaintiff's
14 Exhibit 181, page 4.

15 Now, AstraZeneca requires its employees to report a
16 suspected violation immediately so it can address it at the
17 earliest opportunity so that it remains in compliance with
18 federal law.

19 Now, let me introduce the organizational chart that
20 we created for you with the people that you're going to be
21 hearing about or from during this trial.

22 Now, in the fall of 2017, AstraZeneca makes
23 Stephani DiNunzio -- here, on our chart -- the commercial
24 business director for AstraZeneca's sales in the Northwest
25 region.

Opening Statement

1 Suzanne Ivie, who is here on our chart, is one of
2 Stephani DiNunzio's direct reports. Stephani DiNunzio is the
3 group's compliance ambassador responsible for delivering the
4 business for respiratory and the health therapeutic area for
5 the Seattle region. And for almost a year, their relationship
6 is fine.

7 As you can see by the three-month performance
8 evaluation, after three months supervising Suzanne,
9 Ms. DiNunzio says the following about Suzanne's work: "You
10 delivered exceptional performance in 2017. Your passion for
11 coaching and advocacy for your team are evident. Suzanne, you
12 have much to be proud of."

13 After seven months supervising Suzanne, Ms. DiNunzio
14 selects Suzanne to serve in AstraZeneca's national-level
15 leadership position. Things begin to change shortly
16 thereafter. Just a few months later, Ms. DiNunzio sends an
17 email out to her respiratory business group, which Suzanne is a
18 part of. Suzanne is so concerned about this email that she
19 feels obligated to send it to the compliance department,
20 consistent with AstraZeneca's compliance reporting rule. This
21 happens on August 31st, 2018.

22 Now, there are a lot of facts in this case, so we
23 created this timetable -- this timeline to help to give you a
24 sense of what happened and when. This is the first event on
25 the timeline here on the left-hand side, August 31, 2018.

Opening Statement

1 Now, AstraZeneca's compliance department will tell us
2 that Suzanne does nothing wrong by forwarding this email to
3 compliance. In fact, you will see evidence that Suzanne does
4 exactly what AstraZeneca's compliance department would have
5 expected her to do.

6 This is because AstraZeneca must market its product
7 only for their approved uses. But when Suzanne forwards
8 DiNunzio's email to AstraZeneca's compliance department, it
9 angers DiNunzio. Suzanne will tell you that Ms. DiNunzio calls
10 her immediately after Suzanne forwards DiNunzio's email to
11 compliance, and DiNunzio instructs Suzanne to pause on this,
12 and says, "You shouldn't have gotten anyone involved. You need
13 to stop bringing anyone else into the conversation."

14 Suzanne will tell you that DiNunzio then says, "I
15 need to reevaluate you being a regional compliance ambassador.
16 Suzanne, you're hindering the business. We need to win."

17 On December 14th, 2018, Ms. DiNunzio, once again,
18 raises off-labeling marketing when talking about gaining
19 business and increasing AstraZeneca's DALIRESP patient
20 population.

21 She raises Suzanne's internal alarm when she says,
22 "One insight that they could use was 50 percent of COPD
23 patients die with their first exacerbation." When Suzanne asks
24 DiNunzio where the information came from, DiNunzio said that
25 Suzanne should "just Google it." Suzanne will tell you that an

Opening Statement

1 awkward silence followed.

2 On December 17th -- here, on our timeline --
3 Ms. DiNunzio, the evidence will show, has had enough of
4 Suzanne's questions. DiNunzio sends Suzanne a warning shot.
5 DiNunzio tells Suzanne she is going to rate Suzanne a one or a
6 two out of five on Suzanne's year-end performance evaluation,
7 the first such rating in Suzanne's 19-year AstraZeneca career.

8 DiNunzio tells Suzanne that Suzanne doesn't
9 understand the need for AstraZeneca to be profitable. She says
10 to Suzanne, "You have to win in 2019. Profit is the new way of
11 thinking." Suzanne pushes back and tells DiNunzio that she
12 takes her responsibility to AstraZeneca's doctors and the
13 patients that they treat very seriously.

14 Suzanne tells DiNunzio that she is done sneaking
15 around and pushing the ethics bar. She wants to win, but only
16 the right way. Suzanne feels that DiNunzio has a conflict of
17 interest in this situation and goes to EthicsPoint, the entry
18 point for the compliance department -- here, on December 19th.

19 She tells AstraZeneca's compliance department that
20 DiNunzio might be asking her salespeople to market its drugs
21 off-label, in violation of the law and AstraZeneca's own
22 compliance rules. On January 15th -- here -- the compliance
23 department interviews Suzanne about DiNunzio's conduct, but on
24 the very same day one of the participants in the compliance
25 meeting calls DiNunzio, even though DiNunzio is the subject of

Opening Statement

1 the compliance investigation. DiNunzio then complains about
2 Suzanne for the first time since becoming Suzanne's supervisor.

3 On the 18th of January, Suzanne sends additional
4 information to the compliance department, to compliance manager
5 Mike Pomponi -- here, on our chart. A few days later, on
6 January 23rd, the compliance department classifies Suzanne's
7 complaint as a significant case; its highest level of
8 seriousness, requiring a report to AstraZeneca's highest
9 ranking compliance officer -- here, Barbara McCullough -- and
10 to the president of AstraZeneca's respiratory and business
11 unit, to Ruud Dobber, and finally to AstraZeneca's global
12 headquarters.

13 The same day, the 23rd of January of 2019, the
14 compliance department -- Mr. Pomponi sends his notes from his
15 interview with Suzanne that occurred on the 15th of January
16 back to the human resources department to Karen Belknap, the
17 same Karen Belknap who called Ms. DiNunzio back on the 15th of
18 January.

19 Now, on February 5th of 2019 -- here -- again,
20 consistent with AstraZeneca's own policy, Suzanne supplements
21 her disclosure. "We are being asked to unethically expand our
22 patient base in order to increase our market share. We are
23 supposed to insinuate (wink, wink) that our respiratory
24 products have a COPD, anxiety, and depression indication and
25 that feeling it working will result in increased adherence.

Opening Statement

1 "Also, our product will help with the depressed and
2 the anxious patient, get their mental illness under control,
3 because they will feel better. In an attempt to file the
4 Act Right Now compliance guidelines, I am turning this in."

5 AstraZeneca's compliance system sends a copy of
6 Suzanne's submission, again, to Karen Belknap. Two days later,
7 on February 7th, 2019 -- here, on our timeline -- human
8 resources files a formal complaint against Suzanne. For some
9 reason, Karen Belknap, who AstraZeneca originally assigned to
10 investigate Suzanne's off-labeling marketing complaint about
11 her supervisor, is now investigating Suzanne at the same time.

12 And what is Karen Belknap finding in her interviews
13 with DiNunzio's other employees? Here is what they are telling
14 her and Mike Pomponi: Karen Clifford says, "In talking to my
15 counterparts, it was uncomfortable to report in on Monday
16 calls. We were directed to use insight as a competitive
17 advantage. We weren't able to ask questions if this was
18 off-label, because we were being told that we had to use it.
19 If we discussed it, we were told we had a fixed mindset and had
20 to leave the company."

21 Out of the blue, on February 18, 2019, HR's Belknap
22 and DiNunzio call Suzanne into a meeting. Without knowing what
23 the meeting was about and without having an opportunity to
24 prepare, DiNunzio questions Suzanne about her coaching reports.
25 Some of the issues that DiNunzio asks Suzanne about are over a

Opening Statement

1 year old. DiNunzio foreshadows for Belknap exactly what she
2 wants Belknap to do after this meeting. "At the end of the
3 conversation, I would like to be prepared to take action
4 quickly. Nothing good comes from drawing this out."

5 A few days later, HR issues Suzanne the first written
6 warning, the first discipline in her 19-year AstraZeneca
7 career. In April, DiNunzio strips Suzanne of Suzanne's
8 compliance role. On May 3rd, human resources and DiNunzio meet
9 with Suzanne again. They tell her that Suzanne is to complain
10 only to DiNunzio; that if Suzanne goes to HR, HR will take her
11 concerns back to DiNunzio. "Suzanne," Belknap tells her, "you
12 must forget the past and move on."

13 Despite this warning, two weeks later, Suzanne goes
14 to the compliance department one last time for help. After
15 Mike Pomponi forwards Suzanne's email that she sends to the
16 compliance department asking for help to HR's Dawn Ceaser --
17 here, on that very day -- HR and DiNunzio lash out at Suzanne
18 again. HR files its second complaint against Suzanne, saying
19 that Suzanne has been doing little work.

20 Then something interesting happens. On May 21st,
21 AstraZeneca's compliance department releases its report on
22 Suzanne's allegations. AstraZeneca's compliance department
23 finds that DiNunzio's team statements about COPD and anxiety
24 and depression were not in line with the U.S. label -- here, in
25 footnote No. 10 on your screen.

Opening Statement

1 Then AstraZeneca's compliance department recommends
2 DiNunzio be retrained, monitored, and coached on off-label risk
3 identification and enhanced risk mitigation. Even though the
4 compliance department agrees with Suzanne, recommending that
5 DiNunzio be retrained, monitored, and coached, three weeks
6 later, on June 6th of 2019, AstraZeneca fires Suzanne for not
7 accepting the results of the investigation.

8 Now, you don't need to take my word for it. We will
9 show you the documents that support the information on this
10 timeline during the trial, and I will enter them into evidence
11 for you to review during your deliberations. After reviewing
12 them and the testimony supporting them, I am confident that you
13 will conclude that at AstraZeneca, complaints about compliance,
14 are seen as defiance.

15 Now, the second reason that Suzanne Ivie is suing
16 AstraZeneca is for a violation of the law that requires
17 employers to protect employees from age discrimination. In
18 Suzanne's own words: "Around May of 2018, Stephani started
19 calling me Benatar, after the '80s singer Pat Benatar. Pat
20 Benatar now in her 60s. Stephani thought that the nickname was
21 funny and told everyone to call me that. I am one of the
22 oldest people on my team."

23 At a district meeting in July or August of 2018,
24 Stephani brought a water bottle with "Benatar" printed on it.
25 I told Stephani that I prefer to be called Suzanne in a

Opening Statement

1 professional setting and that the nickname embarrassed me.
2 Stephani told me, "Oh, it's funny. Lighten up. It's just for
3 fun."

4 "When people would call me Suzanne, Stephani would
5 interrupt them and tell them to call me 'Benatar.' I was
6 humiliated. And it wasn't just my supervisor. Once Stephani
7 started doing it, other DSMS started calling me 'Benatar' too.
8 I am one of the older employees reporting to Stephani. I have
9 been to HR with these issues, but I have been told that I'm too
10 sensitive and that I need to move on."

11 In fact, AstraZeneca's own investigation finds that
12 Suzanne is the oldest of DiNunzio's reports.

13 Now, the third reason that Suzanne is suing
14 AstraZeneca is for a violation of the law that requires
15 employers to protect from retaliation employees who take
16 medical leave to care for themselves or their families.

17 Again, in Suzanne's own words: "It became necessary
18 for me to take FMLA early this year. I returned less than a
19 month ago. During these short weeks, things have been
20 dramatically worse, and it is clear that Stephani is trying to
21 get rid of me.

22 "Since my return, I am not being included in many
23 communications. Meetings are being held without me. I am not
24 on the group distribution list and there's just a general lack
25 of communication. I am constantly out of the loop, and so I

Opening Statement

1 have to play catch-up when I find out about things and hope
2 that I don't miss anything. It appears she is deliberately
3 keeping me out of the loop.

4 "Chris, another DSM, has been asked to train me on
5 coaching analytics. Chris is someone who I myself trained when
6 he was my subordinate, my PSS. Chris Thomsen is regularly
7 being put on emails for my team that he doesn't manage. That
8 indicates to me that Stephani doesn't really intend for me to
9 return to my previous work capacity and wants Chris to take
10 over my districts.

11 "I went to HR with my concerns, and they refused to
12 have a meeting without Stephani.

13 "I was basically told that HR is not there to help me
14 but to protect AstraZeneca."

15 Now, AstraZeneca has excuses for why it fails to
16 protect Suzanne from discrimination and retaliation and then
17 fires her. One of the reasons AstraZeneca claims that it fires
18 Suzanne is because her field coaching was out of whack. They
19 say the reason was that she is not in the field 80 percent of
20 the time, consistent with AstraZeneca, what it calls, its 80/20
21 policy.

22 As you view this evidence, ask yourself: Why does
23 DiNunzio happen to document her concerns about the number of
24 Suzanne's field coaching visits on the very day that
25 AstraZeneca's compliance and HR departments interview Suzanne

Opening Statement

1 about her allegations that DiNunzio was encouraging her
2 salespeople to market off-label?

3 And why does DiNunzio spend her entire day working on
4 the document?

5 And why is DiNunzio emailing this document to the
6 very person who is interviewing Suzanne about DiNunzio's
7 violations of AstraZeneca's code of ethics?

8 Then ask yourself: Why is DiNunzio questioning
9 Suzanne's field coaching numbers, when DiNunzio knows exactly
10 why Suzanne's numbers are out of whack? It is because DiNunzio
11 herself asks Suzanne to blend in-person field visits with
12 virtual visits the prior year.

13 As you view this evidence, ask yourself, why doesn't
14 DiNunzio share this email that's on your screen right now with
15 HR? And why doesn't HR ask for it or anything like it?

16 After reviewing this evidence, I think that you will
17 conclude that at AstraZeneca complaints about compliance are
18 taken as defiance.

19 And notice what AstraZeneca won't say. AstraZeneca
20 won't say that it fired Suzanne for poor performance for the
21 two out of five that DiNunzio enters on her 2018 performance
22 evaluation. Why? Could it be, as Suzanne will tell us, that
23 DiNunzio never shows the 2018 performance evaluation to
24 Suzanne? If DiNunzio had shown the performance evaluation to
25 Suzanne, Suzanne would have had an opportunity to respond to

Opening Statement

1 it. But Suzanne never gets a chance. It is because DiNunzio
2 knows that before HR can fire an employee for an allegedly poor
3 performance, a manager must first place that employee on a
4 performance improvement plan, just as Stephani DiNunzio had
5 done with other subordinates, including Suzanne's youngest
6 peer, who hadn't complained about DiNunzio's off-label
7 marketing.

8 At the time that AstraZeneca fired Suzanne, what did
9 DiNunzio and HR know about Suzanne's performance during the 19
10 years at AstraZeneca? Here is what was in Suzanne's employee
11 file:

12 2013, Suzanne was No. 16 out of 32 regions; No. 1 in
13 the Seattle region.

14 2014, Suzanne was No. 6 of 39 business districts; in
15 the mixed-market business unit, No. 1 in the Seattle region.

16 2015, Suzanne was No. 4 of 28 business districts in
17 the West business unit.

18 In 2016, Suzanne was No. 3 of 130 districts
19 nationally.

20 And in 2017, she was No. 2 of 130 districts
21 nationally.

22 You will see the evidence that shows what DiNunzio
23 writes about Suzanne before Suzanne speaks up about DiNunzio's
24 off-label marketing. Again, from Suzanne's 2017 performance
25 evaluation, before all of this happened, "Suzanne delivers

Opening Statement

1 exceptional performance. Her passion for coaching and advocacy
2 for her team are evident."

3 2017 was another breakthrough year for performance
4 for Suzanne, and Suzanne had the numbers to back it up.

5 In 2016 and 2017, Suzanne delivers back-to-back
6 circles of excellence for herself and her team.

7 In 2016, Suzanne is in the top 2 percent in the
8 nation.

9 And in 2017, she is the top 1 percent in the nation.

10 AstraZeneca has other excuses for why it fires
11 Suzanne. It will say that Suzanne didn't complain in good
12 faith; that she did so to deflect from her own performance. As
13 AstraZeneca makes this argument, ask yourself this: If this
14 were true, why not show Suzanne the 2018 performance evaluation
15 and put her on a performance plan?

16 In her 19-year career, Suzanne had never complained
17 to compliance before DiNunzio had become her supervisor. In
18 fact, she had never complained at all. She was a top 1 percent
19 performer in the nation. Why not give Suzanne a chance to
20 respond? Because at AstraZeneca complaints about compliance
21 are taken as defiance.

22 I'll bring you the evidence and you'll decide --
23 you'll decide whether the laws that protect employees who
24 complain about violations of a company's own policies are right
25 and whether AstraZeneca's excuses are worthy of belief.

Opening Statement

1 Then you will decide the amount of justice that is
2 right, in the way the civil law gives justice, in the form of
3 money damages. Suzanne gave 19 years of her professional life
4 to AstraZeneca, and AstraZeneca took it all away.

5 You will learn that between June of 2019, when
6 AstraZeneca fired Suzanne and today, AstraZeneca has taken
7 \$591,824. That is through today -- just through today. But
8 really, AstraZeneca took so much more. They took away
9 Suzanne's career, and they isolated and embarrassed and
10 humiliated her in the process. After dedicating nearly two
11 decades of her professional life to AstraZeneca, Suzanne will
12 tell you that she considered her co-workers an extension of her
13 family. How disappointing; how heartbreaking. AstraZeneca
14 didn't have to end her career this way. And this is why we are
15 here today.

16 Just a couple of last things before I conclude. You
17 may hear from AstraZeneca that Suzanne was an at-will employee.
18 AstraZeneca will agree and Judge Russo will instruct you that a
19 company may not fire an at-will employee for an illegal reason;
20 for example, because the employee has complained about
21 off-label marketing or because of the employee's age or leave
22 taking. To do so would violate the laws that protect all
23 employees -- all of us in the workplace.

24 Now, you'll hear a lot about off-label marketing, and
25 I'll bring you witnesses to explain what it is. But for now,

Opening Statement

1 AstraZeneca agrees that off-label marketing is illegal.

2 AstraZeneca agrees that the law, and AstraZeneca's own policy,
3 its own rule, required Suzanne then and requires employees at
4 AstraZeneca now to notify AstraZeneca's compliance department
5 even when an employee merely suspects off-label marketing.

6 AstraZeneca agrees that Suzanne had a duty to bring her
7 off-labeling marketing concerns to AstraZeneca's compliance
8 department quickly and that the law protects her from doing so.

9 Finally, you have heard Judge Russo say this is a
10 civil case; that Suzanne Ivie must show her case by a
11 preponderance of the evidence. But as you listen to the
12 witnesses and see the documents, I want to show you visually
13 what that means. It means that in the end what Suzanne must
14 show is that her story is more likely true than not true; that
15 it merely is a tip of the scale. It is likely more so than
16 not.

17 So as you listen to the witnesses, many in
18 AstraZeneca's own rank, ask yourself which side's story is more
19 likely right than wrong. If you decide, as I believe you will,
20 that Suzanne Ivie's story is more likely right than wrong, you
21 should find for her on the verdict sheet that Judge Russo will
22 give you at the end of the case. On the same sheet, if you
23 find for Suzanne, you will decide how much to compensate her
24 for what AstraZeneca took away from her. And if in the end I
25 have undervalued her case, you will tell me that with your

1 verdict.

2 All right. I have said enough. Let's go to work.

3 THE COURT: Thank you.

4 Jury, it is about ten to 5:00. I don't really want
5 to keep you past 5:00 on the first day, and I want to give
6 defense counsel adequate time to do their opening statement, so
7 I think we will go ahead and recess at this point. We will
8 begin in the morning with defense counsel's opening statement.
9 Remember, they will come to the podium unmasked as well.

10 A nine o'clock start time? Does that work for you
11 folks? I see thumbs up. You like that.

12 All right. Perfect. Then I'll see you bright and
13 early at nine o'clock. We will start promptly at 9:00.

14 Thank you very much. You are excused.

15 Come up to 14, right?

16 THE CLERK: Yes.

17 THE COURT: Come up to the 14th floor. Leave your
18 notes in the jury room.

19 You are welcome to leave anything you want in the
20 jury room. You don't have to haul all of your items back and
21 forth to the courtroom.

22 (Open court; jury not present:)

23 THE COURT: Thank you, everybody. We will start
24 bright and early at 9:00 a.m. and give you guys an opportunity
25 to go and then first witness.

1 MR. OSWALD: So the first witness is going to be via
2 the court's electronic system. This is Mr. Pomponi. How
3 should we arrange that?

4 THE COURT: With Mr. Magnuson. I think Houston is
5 the person in charge, our tech person. Let's wait until Gary
6 gets back. I know he did mention it to me. I know he had
7 plans for it.

8 Okay. Thank you.

9 Court is in recess.

10 (Court adjourned.)

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

--oOo--

I certify, by signing below, that the foregoing is a correct transcript of the record of proceedings in the above-entitled cause. A transcript without an original signature, conformed signature, or digitally signed signature is not certified.

/s/ Dennis W. Apodaca
DENNIS W. APODACA, RDR, RMR, FCRR, CRR
Official Court Reporter

July 15, 2021
DATE

JUROR: [8] 23/13 23/18 23/19 23/20 23/21 23/22 23/23 23/24	2016 [3] 39/18 40/5 40/7
MR. McCARTHY: [1] 4/24	2017 [7] 28/22 29/10 39/20 39/24 40/3 40/5 40/9
MR. OSWALD: [24] 4/10 4/13 5/9 8/4 8/6 8/19 9/1 9/5 9/8 10/2 10/5 10/19 11/19 21/11 21/17 22/1 22/4 22/6 22/8 22/16 22/18 22/21 24/8 43/25	2018 [9] 24/25 29/21 29/25 30/17 35/18 35/23 38/21 38/23 40/14
MS. CHAMBERS: [1] 4/19	2019 [8] 16/19 31/10 32/13 32/19 33/7 33/21 35/6 41/5
MS. CLEMENT: [1] 5/3	2021 [3] 1/5 4/1 45/9
MS. RIECHERT: [11] 4/22 5/13 5/24 6/21 10/11 11/13 11/18 21/10 21/18 22/13 22/17	21st [1] 34/20
MS. TALCOTT: [3] 5/1 10/23 11/5	23rd [1] 32/6
THE CLERK: [7] 4/3 9/11 10/16 11/10 21/7 22/25 43/15	23rd of [1] 32/13
THE COURT: [41] 4/12 4/18 4/20 5/5 5/10 5/20 6/1 7/1 8/5 8/9 8/24 9/4 9/6 9/12 10/4 10/8 10/15 10/20 11/2 11/7 11/17 11/20 11/23 17/9 21/15 21/25 22/2 22/5 22/7 22/10 22/14 22/20 22/22 23/2 23/5 23/14 23/25 43/2 43/16 43/22 44/3	24 [1] 3/5
\$	28 [1] 39/16
\$591,824 [1] 41/7	3
'	301 [1] 2/22
'80s [1] 35/19	31 [1] 29/25
'Benatar' [1] 36/7	31st [1] 29/21
'Benatar.' [1] 36/5	32 [1] 39/12
-	326-8182 [1] 2/23
--oOo [1] 45/2	39 [1] 39/14
/	3:19-cv-01657-JR [1] 1/4
/s [1] 45/9	3rd [1] 34/8
1	5
1 percent [2] 40/9 40/18	5.2 percent [1] 24/20
1-888-808-6929 [1] 10/18	50 percent [1] 30/22
10 [1] 34/25	503 [1] 2/23
1000 [1] 2/22	5:00 [3] 20/22 43/4 43/5
1110 [1] 2/4	5th [1] 32/19
114 [3] 26/17 27/2 27/11	6
12 [1] 3/4	60s [1] 35/20
1211 [1] 2/12	65-and-older [1] 7/7
13 [1] 9/14	6929 [1] 10/18
130 [2] 39/18 39/20	6th [1] 35/6
14 [3] 1/5 4/1 43/15	7
1400 [1] 2/7	7289573 [1] 10/19
14A [2] 9/17 9/20	7th [1] 33/7
14th [1] 30/17	8
14th floor [1] 43/17	80 percent [1] 37/19
15 [1] 45/9	80/20 [1] 37/20
15-minute [3] 12/4 20/22 21/5	8182 [1] 2/23
15th [1] 31/22	8:30 a.m [1] 21/2
15th of [2] 32/15 32/17	9
16 [1] 39/12	94304 [1] 2/7
1701 [1] 2/10	97204 [2] 2/13 2/22
1717 [1] 2/4	9:00 [2] 43/13 43/24
17th [1] 31/2	9:00 a.m [2] 20/21 22/16
18 [1] 33/21	A
181 [3] 27/7 28/2 28/14	a.m [4] 20/21 21/2 22/16 43/24
18th of [1] 32/3	ability [1] 16/5
19 [4] 16/18 25/6 39/9 41/3	able [2] 9/23 33/17
19-year [10] 25/8 25/10 25/15 25/19 25/19 25/22 25/24 31/7 34/6 40/16	about [52]
1900 [1] 2/12	above [1] 45/6
19103 [1] 2/10	above-entitled [1] 45/6
19th [1] 31/18	absolutely [1] 11/4
2	acceptable [1] 9/25
2 percent [1] 40/7	accepting [1] 35/7
20 [1] 37/20	access [1] 10/18
20006 [1] 2/4	accommodate [1] 21/3
2013 [1] 39/12	according [1] 24/17
2014 [1] 39/14	account [1] 18/16
2015 [1] 39/16	Act [4] 16/22 16/23 16/23 33/4
	Act Right [1] 33/4
	action [1] 34/3
	actual [2] 28/1 28/5
	actually [3] 9/4 18/2 20/13
	addition [2] 14/6 25/4
	additional [1] 32/3
	address [2] 18/23 28/16

<p>A</p> <p>adequate [1] 43/6 adherence [1] 32/25 adjourned [1] 44/10 admitted [4] 10/13 14/21 14/23 21/14 adults [1] 24/21 advantage [1] 33/17 advocacy [2] 29/11 40/1 affirmative [2] 17/6 17/9 after [16] 9/22 20/17 20/19 22/5 22/6 22/10 22/11 29/8 29/13 30/10 34/2 34/14 35/11 35/19 38/16 41/10 afternoon [6] 4/23 4/25 5/2 5/4 20/23 24/10 afterward [1] 25/8 again [13] 5/24 12/22 19/19 20/10 21/7 25/21 30/17 32/19 33/6 34/9 34/18 36/17 39/24 against [5] 16/21 24/16 26/25 33/8 34/18 age [4] 15/3 16/22 35/17 41/21 ago [1] 36/19 agree [2] 12/14 41/18 agreed [1] 13/11 agrees [4] 35/4 42/1 42/2 42/6 ahead [1] 43/7 airflow [1] 24/23 alarm [1] 30/21 alerts [1] 25/11 all [29] 4/4 5/6 5/6 5/12 5/23 6/18 8/3 8/15 12/11 12/19 12/20 13/2 16/10 18/14 21/16 21/20 21/23 24/18 26/4 26/11 27/19 39/25 40/18 41/4 41/22 41/23 43/2 43/12 43/20 allegations [2] 34/22 38/1 allegedly [1] 39/2 alleges [2] 17/2 17/5 alleging [1] 16/21 allow [1] 9/18 allowing [1] 10/1 almost [1] 29/5 along [2] 8/13 8/18 also [6] 7/19 9/16 9/21 20/23 24/22 33/1 alternative [1] 25/1 although [2] 18/7 23/7 Alto [1] 2/7 always [2] 19/12 27/24 am [12] 4/11 5/18 5/19 7/12 12/2 33/4 35/12 35/21 36/8 36/22 36/23 36/25 ambassador [2] 29/3 30/15 American [1] 4/16 amount [1] 41/1 analytics [1] 37/5 angers [1] 30/9 Anita [4] 2/2 4/15 4/20 26/1 Ann [1] 23/20 Anne [2] 2/11 5/2 another [3] 14/16 37/4 40/3 answer [1] 15/19 answered [2] 15/15 15/16 anxiety [4] 25/4 25/7 32/24 34/23 anxious [1] 33/2 any [33] 6/9 7/3 7/13 7/25 8/4 9/7 10/21 12/15 12/24 13/9 13/10 14/4 14/20 14/24 15/9 16/4 16/8 16/11 17/18 17/22 17/23 18/1 18/10 18/16 18/17 18/19 18/20 19/2 19/2 19/14 19/20 20/25 28/1 anyone [4] 17/22 17/23 30/12 30/13 anything [8] 12/8 14/9 17/24 18/11 18/17 37/2 38/15 43/19 Apodaca [3] 2/21 45/9 45/10 APPEARANCES [1] 2/1 appears [1] 37/2 applies [4] 17/18 18/2 18/4 20/18 apply [2] 12/12 13/6 appreciate [3] 4/22 5/25 11/8 approach [1] 4/12 approached [1] 18/10 appropriate [1] 8/19 approved [4] 24/24 24/25 26/16 30/7</p>	<p>April [1] 34/7 are [72] area [1] 29/4 aren't [2] 6/14 23/7 argument [1] 40/13 arguments [5] 5/17 13/17 13/19 19/21 20/19 around [4] 20/21 20/22 31/15 35/18 arrange [1] 44/3 as [41] 5/19 7/10 8/13 9/15 11/3 11/3 12/9 12/13 12/13 13/21 14/13 16/18 17/11 17/17 18/8 18/18 19/13 19/19 20/9 23/12 23/12 24/22 25/4 26/16 26/19 26/21 29/7 32/7 33/16 35/14 37/22 38/13 38/18 38/22 39/4 40/12 40/21 42/11 42/17 42/19 43/9 ask [14] 5/24 6/2 7/16 7/25 8/8 11/9 21/14 33/17 37/22 38/8 38/13 38/15 40/13 42/18 asked [4] 11/9 18/10 32/21 37/4 asking [2] 31/20 34/16 asks [4] 15/11 30/23 33/25 38/11 assigned [1] 33/9 assist [1] 20/7 assisting [2] 11/1 11/3 associate [1] 10/24 ASTRAZENECA [63] AstraZeneca's [37] 25/2 25/3 25/20 25/21 26/13 26/16 27/2 27/7 27/13 28/10 28/13 28/24 29/14 29/20 30/1 30/4 30/8 30/19 31/12 31/19 31/21 32/8 32/10 32/11 32/20 33/5 34/21 34/22 35/1 36/11 37/25 38/7 40/25 42/2 42/4 42/7 42/18 at-will [2] 41/17 41/19 attempt [2] 9/25 33/3 attention [4] 7/22 19/19 19/22 22/15 attorney's [1] 19/12 attorneys [3] 13/25 19/5 20/19 August [3] 29/21 29/25 35/23 August 31 [1] 29/25 August 31st [1] 29/21 Avenue [2] 2/12 2/22 avoid [1] 19/9 away [3] 41/4 41/8 42/24 awkward [1] 31/1</p> <p>B</p> <p>back [10] 27/10 31/11 32/16 32/17 34/11 40/4 40/5 40/5 43/20 44/6 back-to-back [1] 40/5 bad [1] 6/18 bag [2] 23/7 23/10 bar [1] 31/15 Barbara [1] 32/9 barred [1] 17/7 base [2] 13/2 32/22 based [3] 17/16 18/22 19/17 basically [1] 37/13 be [59] bear [1] 16/11 became [1] 36/17 because [18] 5/8 5/11 6/16 8/10 9/5 9/18 17/16 18/14 24/16 30/6 33/3 33/18 37/18 38/10 39/1 40/20 41/20 41/21 become [2] 19/4 40/17 becoming [1] 32/2 bed [1] 6/6 been [19] 5/19 6/6 9/19 10/6 14/4 14/5 14/22 15/19 18/8 18/12 20/17 21/14 21/17 24/3 34/19 36/9 36/9 36/19 37/4 before [10] 1/11 10/7 10/11 12/17 22/20 39/2 39/23 39/25 40/17 41/16 begin [3] 24/2 29/15 43/8 begins [1] 20/21 behalf [1] 4/14 behind [1] 5/11 being [9] 9/17 10/17 15/5 30/15 32/21 33/18 36/22 36/23 37/7 belief [1] 40/25 believability [1] 16/11 believe [6] 14/1 15/25 16/1 16/1 26/4 42/19 Belknap [9] 32/16 32/17 33/6 33/9 33/12 33/21 34/1 34/2 34/11</p>
---	--

<p>B</p> <p>below [1] 45/4</p> <p>Benatar [4] 35/19 35/19 35/20 35/24</p> <p>best [1] 19/10</p> <p>Beth [1] 5/4</p> <p>better [3] 21/24 24/4 33/3</p> <p>between [3] 9/10 14/18 41/5</p> <p>Beverly [1] 23/24</p> <p>beyond [1] 13/5</p> <p>bias [2] 7/11 16/8</p> <p>binders [1] 21/11</p> <p>bio [1] 27/18</p> <p>bio-pharmaceutical [1] 27/18</p> <p>bit [1] 9/19</p> <p>blend [1] 38/11</p> <p>blog [1] 18/2</p> <p>blue [1] 33/21</p> <p>Bockius [2] 2/6 2/9</p> <p>Bocti [1] 23/19</p> <p>Bonnette [1] 23/23</p> <p>both [4] 5/15 8/20 8/21 14/17</p> <p>bottle [1] 35/24</p> <p>box [2] 7/7 9/14</p> <p>break [6] 10/7 10/10 12/4 12/5 20/24 21/5</p> <p>breaks [1] 20/22</p> <p>breakthrough [1] 40/3</p> <p>brief [1] 16/15</p> <p>bright [2] 43/12 43/24</p> <p>bring [6] 5/10 9/16 26/8 40/22 41/25 42/6</p> <p>bringing [1] 30/13</p> <p>brings [1] 16/20</p> <p>broadcast [1] 7/20</p> <p>brought [2] 21/13 35/24</p> <p>burden [4] 12/23 12/24 17/3 17/8</p> <p>business [10] 28/24 29/4 29/17 30/16 30/19 32/10 39/14 39/15 39/16 39/17</p>	<p>charge [1] 44/5</p> <p>chart [4] 28/19 28/23 29/1 32/5</p> <p>chat [1] 18/1</p> <p>checked [1] 7/6</p> <p>chief [3] 5/21 10/22 11/16</p> <p>childcare [1] 21/2</p> <p>choose [1] 26/12</p> <p>Chris [4] 37/4 37/5 37/6 37/9</p> <p>chronic [2] 24/21 24/22</p> <p>circles [1] 40/6</p> <p>circumstantial [3] 14/12 14/15 14/19</p> <p>city [1] 6/14</p> <p>civil [5] 4/7 12/22 13/6 41/2 42/10</p> <p>claim [3] 12/25 13/1 17/4</p> <p>claims [5] 16/21 16/23 17/5 17/6 37/17</p> <p>classifies [1] 32/6</p> <p>clear [2] 23/8 36/20</p> <p>Clement [1] 5/4</p> <p>clerk [1] 22/10</p> <p>client [1] 13/25</p> <p>Clifford [1] 33/14</p> <p>close [1] 19/18</p> <p>closed [1] 11/5</p> <p>closing [3] 5/17 13/19 20/19</p> <p>co [1] 41/12</p> <p>co-workers [1] 41/12</p> <p>coached [2] 35/2 35/5</p> <p>coaching [7] 29/11 33/24 37/5 37/18 37/24 38/9 40/1</p> <p>code [6] 10/18 26/14 26/16 27/2 27/10 38/7</p> <p>collect [1] 23/10</p> <p>College [1] 4/16</p> <p>come [7] 6/3 6/18 10/25 22/20 43/9 43/15 43/17</p> <p>comes [4] 6/25 7/5 7/23 34/4</p> <p>comfortable [2] 6/12 8/21</p> <p>coming [1] 6/15</p> <p>commentary [1] 18/16</p> <p>commercial [1] 28/23</p> <p>communicate [2] 17/22 17/23</p> <p>communicating [2] 18/3 18/4</p> <p>communication [1] 36/25</p> <p>communications [1] 36/23</p> <p>Companies [1] 26/8</p> <p>company [7] 24/11 24/13 24/17 27/1 27/18 33/20 41/19</p> <p>company's [4] 24/13 27/6 27/15 40/24</p> <p>compensate [1] 42/23</p> <p>competitive [1] 33/16</p> <p>complain [3] 34/9 40/11 40/24</p> <p>complained [4] 39/6 40/16 40/18 41/20</p> <p>complains [1] 32/1</p> <p>complaint [7] 15/8 25/13 25/22 32/7 33/8 33/10 34/18</p> <p>complaints [6] 15/3 15/4 15/6 35/13 38/17 40/20</p> <p>completed [2] 9/22 17/14</p> <p>compliance [46]</p> <p>comply [1] 26/9</p> <p>comprehensive [1] 6/8</p> <p>concern [2] 27/15 28/4</p> <p>concerned [3] 6/22 7/12 29/18</p> <p>concerns [9] 8/4 9/7 15/2 26/25 27/5 34/11 37/11 37/23 42/7</p> <p>conclude [3] 35/13 38/17 41/16</p> <p>conclusion [1] 20/5</p> <p>conduct [3] 17/3 17/11 31/23</p> <p>conference [2] 19/12 19/13</p> <p>conferences [2] 19/7 19/11</p> <p>confident [1] 35/12</p> <p>confidential [2] 24/15 24/17</p> <p>confidentiality [1] 28/7</p> <p>conflict [1] 31/16</p> <p>conformed [1] 45/7</p> <p>confusion [1] 19/10</p> <p>consider [10] 13/7 13/8 13/13 13/15 14/17 14/23 15/23 16/5 18/15 19/13</p> <p>considered [3] 14/6 15/7 41/12</p> <p>considering [2] 16/4 16/10</p>
<p>C</p> <p>CA [1] 2/7</p> <p>call [5] 21/12 33/22 35/21 36/4 36/5</p> <p>called [3] 12/23 32/17 35/25</p> <p>calling [3] 23/7 35/19 36/7</p> <p>calls [4] 30/9 31/25 33/16 37/20</p> <p>came [2] 11/7 30/24</p> <p>can [19] 4/11 5/24 5/24 6/4 6/25 7/24 9/4 11/18 15/10 19/23 21/3 22/11 22/15 23/16 24/4 26/22 28/16 29/7 39/2</p> <p>can't [3] 8/2 8/16 9/18</p> <p>cannot [3] 15/16 15/17 19/20</p> <p>capacity [1] 37/9</p> <p>care [1] 36/16</p> <p>career [6] 25/19 31/7 34/7 40/16 41/9 41/14</p> <p>caring [1] 7/8</p> <p>case [43] 4/6 7/7 11/1 11/3 12/7 12/12 12/17 12/22 12/23 13/6 14/11 15/22 15/24 16/8 16/13 17/15 17/16 17/17 17/19 17/21 17/24 17/25 18/3 18/9 18/11 18/17 18/20 19/14 20/2 20/5 20/18 21/25 22/2 24/20 26/5 26/19 26/19 29/22 32/7 42/10 42/10 42/22 42/25</p> <p>cases [1] 13/4</p> <p>cast [1] 9/17</p> <p>catch [1] 37/1</p> <p>catch-up [1] 37/1</p> <p>cause [5] 7/13 7/15 8/9 8/12 45/6</p> <p>caused [2] 17/3 24/18</p> <p>causes [1] 24/23</p> <p>Ceaser [1] 34/16</p> <p>certain [5] 10/13 13/14 15/1 19/8 21/19</p> <p>certainly [5] 8/6 8/18 18/7 21/3 21/4</p> <p>certified [1] 45/8</p> <p>certify [1] 45/4</p> <p>Chambers [4] 2/2 4/15 4/20 26/1</p> <p>chance [2] 39/1 40/19</p> <p>change [1] 29/15</p>	

C	
<p> consist [1] 13/9 consistent [3] 29/20 32/20 37/20 constantly [1] 36/25 consulting [1] 18/18 contact [2] 10/22 18/13 contain [1] 22/24 contemporaneously [1] 9/13 continue [1] 7/18 contradicted [1] 16/9 control [3] 15/10 16/13 33/2 controls [1] 13/23 conversation [2] 30/13 34/3 COPD [9] 24/22 24/22 24/25 25/4 25/5 25/7 30/22 32/24 34/23 copy [2] 6/7 33/5 corner [1] 26/21 correct [3] 19/23 22/14 45/5 could [7] 5/14 14/16 18/25 22/5 23/15 30/22 38/22 counsel [8] 4/9 7/13 8/17 11/2 14/25 20/14 20/16 43/6 counsel's [1] 43/8 counterparts [1] 33/15 couple [3] 8/5 8/7 41/16 course [1] 11/11 court [16] 1/1 1/12 2/21 4/3 4/5 8/9 14/10 18/13 19/3 21/10 22/9 23/5 43/22 44/9 44/10 45/10 court's [2] 14/3 44/2 courthouse [3] 2/21 5/23 26/8 courtroom [4] 5/23 9/25 10/1 43/21 COVID [4] 6/5 6/7 6/12 6/25 create [1] 26/9 created [2] 28/20 29/23 criminal [1] 13/4 cross [4] 6/24 7/1 20/15 20/17 cross-examine [2] 20/15 20/17 cross-representation [2] 6/24 7/1 CRR [2] 2/21 45/10 customers [1] 27/20 cv [2] 1/4 4/7 </p>	
D	
<p> DALIRESP [1] 30/19 damages [2] 17/8 41/3 DATE [1] 45/10 Dawn [1] 34/16 day [10] 6/11 12/2 20/21 21/21 31/24 32/13 34/17 37/24 38/3 43/5 days [3] 32/5 33/6 34/5 DC [1] 2/4 decades [1] 41/11 December [3] 30/17 31/2 31/18 December 14th [1] 30/17 December 17th [1] 31/2 December 19th [1] 31/18 decide [13] 12/16 14/10 14/19 15/25 17/13 17/16 19/8 20/2 40/22 40/23 41/1 42/19 42/23 deciding [4] 13/8 13/15 15/22 15/24 decision [3] 5/21 13/2 16/14 decisions [1] 19/17 dedicating [1] 41/10 defendant [7] 1/7 2/6 16/17 17/5 17/8 20/15 20/15 defendant's [3] 17/2 22/6 22/12 defense [3] 17/6 43/6 43/8 defenses [1] 17/9 deferral [1] 7/5 deferrals [1] 7/4 defiance [3] 35/14 38/18 40/21 deflect [1] 40/12 delay [1] 28/2 deliberate [1] 20/20 deliberately [1] 37/2 deliberation [1] 18/4 deliberations [5] 16/14 17/14 19/16 26/23 35/11 </p>	<p> delivered [1] 29/10 delivering [1] 29/3 delivers [2] 39/25 40/5 denies [1] 17/5 Dennis [3] 2/21 45/9 45/10 denying [1] 19/13 department [30] 25/11 25/13 25/14 25/14 25/18 25/20 25/21 25/23 25/23 28/5 28/7 29/19 30/1 30/4 30/8 31/18 31/19 31/23 32/4 32/6 32/14 32/16 34/14 34/16 34/21 34/22 35/1 35/4 42/4 42/8 departments [1] 37/25 depend [1] 16/2 depressed [1] 33/1 depression [4] 25/4 25/8 32/24 34/24 desks [1] 6/3 Despite [1] 34/13 destroyed [1] 20/4 detailed [1] 16/12 dial [1] 9/23 dictionaries [1] 18/18 did [5] 7/3 14/15 39/8 40/12 44/6 didn't [3] 11/6 40/11 41/14 die [1] 30/23 differ [1] 13/21 difficult [1] 5/9 digitally [1] 45/7 DiNunzio [51] DiNunzio's [10] 29/2 30/8 30/10 31/23 33/13 34/23 36/12 38/6 39/6 39/23 dire [4] 7/11 7/20 8/11 9/22 direct [5] 14/12 14/13 14/13 14/18 29/2 directed [2] 9/20 33/16 director [1] 28/24 directs [1] 28/3 disagree [1] 15/21 disappointing [1] 41/13 discipline [1] 34/6 disciplined [1] 25/18 disclosure [1] 32/21 discrimination [6] 15/4 16/22 16/24 16/25 35/17 37/16 discriminatory [1] 17/2 discuss [1] 18/12 discussed [1] 33/19 discussing [1] 17/25 disease [2] 24/21 24/23 dislikes [1] 12/15 disregard [2] 14/5 15/23 distinction [1] 14/17 distract [1] 20/2 distracting [1] 21/22 distribution [1] 36/24 district [8] 1/1 1/2 1/12 2/21 4/4 4/5 16/19 35/23 districts [5] 37/10 39/14 39/16 39/18 39/20 do [37] 4/11 5/24 6/4 8/11 8/13 8/14 9/3 9/10 10/3 10/5 10/7 11/18 12/8 12/18 15/19 17/12 17/22 17/22 17/24 18/15 18/17 18/17 18/17 18/19 19/10 19/12 19/25 21/4 22/5 22/9 22/11 22/12 28/2 30/5 34/2 41/22 43/6 Dobber [1] 32/11 doctors [1] 31/12 document [3] 37/23 38/4 38/5 documents [3] 21/14 35/9 42/12 does [9] 6/1 13/6 16/2 22/16 30/2 30/3 37/22 38/3 43/10 doesn't [5] 31/8 37/7 37/8 38/13 38/15 doing [6] 8/9 10/12 11/10 34/19 36/7 42/8 Domelen [1] 23/25 don't [12] 6/15 7/3 7/8 7/21 8/11 8/13 11/4 20/2 35/8 37/2 43/4 43/20 done [3] 8/20 31/14 39/5 door [1] 9/20 doors [3] 11/4 11/12 11/12 doubt [1] 13/5 down [6] 7/19 7/20 23/9 23/16 25/1 26/22 downgrades [1] 25/9 </p>

<p>D</p> <p>downtown [2] 6/15 6/16</p> <p>drag [1] 5/7</p> <p>dramatically [1] 36/20</p> <p>drawing [1] 34/4</p> <p>driving [1] 25/1</p> <p>drug [4] 24/24 25/4 25/7 27/16</p> <p>drugs [4] 27/6 27/18 27/21 31/20</p> <p>DSM [1] 37/4</p> <p>DSMs [1] 36/7</p> <p>duly [1] 11/23</p> <p>during [15] 4/18 5/16 6/9 6/12 11/11 15/1 17/19 19/4 19/16 22/3 28/21 35/10 35/11 36/19 39/9</p> <p>duty [5] 12/7 12/11 13/25 17/20 42/6</p>	<p>exactly [3] 30/4 34/1 38/9</p> <p>examine [2] 20/15 20/17</p> <p>example [3] 9/22 21/1 41/20</p> <p>excellence [1] 40/6</p> <p>except [1] 5/23</p> <p>exception [1] 6/2</p> <p>exceptional [2] 29/10 40/1</p> <p>excluded [1] 14/4</p> <p>excuse [4] 7/12 7/24 8/24 9/15</p> <p>excused [3] 6/17 8/3 43/14</p> <p>excuses [3] 37/15 40/10 40/25</p> <p>executive [1] 16/19</p> <p>exhibit [11] 15/12 15/15 15/16 26/17 26/20 26/22 27/2 27/7 27/11 28/2 28/14</p> <p>Exhibit 114 [1] 27/11</p> <p>Exhibit 181 [1] 27/7</p> <p>exhibits [10] 7/11 13/10 13/13 14/7 21/16 21/20 21/20 21/22 21/23 22/1</p>
<p>E</p> <p>each [4] 7/10 18/22 20/9 21/13</p> <p>earlier [1] 21/1</p> <p>earliest [1] 28/17</p> <p>early [3] 36/18 43/13 43/24</p> <p>easily [1] 6/10</p> <p>efficient [1] 9/1</p> <p>efficiently [1] 8/18</p> <p>Eight [1] 9/14</p> <p>either [4] 6/12 7/13 14/12 14/18</p> <p>electronic [2] 17/25 44/2</p> <p>Ellen [1] 23/21</p> <p>else [5] 7/10 17/23 18/5 22/25 30/13</p> <p>email [8] 18/1 29/17 29/18 30/2 30/8 30/10 34/15 38/14</p> <p>emailing [1] 38/5</p> <p>emails [5] 15/1 15/2 15/5 15/8 37/7</p> <p>embarrassed [2] 36/1 41/9</p> <p>employed [1] 16/17</p> <p>employee [15] 24/16 24/18 25/6 25/11 25/18 25/20 25/24 28/5 39/2 39/3 39/10 41/17 41/19 41/20 42/5</p> <p>employee's [9] 24/14 25/8 25/9 25/15 25/16 25/17 25/22 25/24 41/21</p> <p>employees [18] 24/12 26/6 26/7 26/10 26/25 27/4 27/14 28/1 28/3 28/11 28/15 33/13 35/17 36/8 36/15 40/23 41/23 42/3</p> <p>employer [3] 17/1 18/5 18/8</p> <p>employers [2] 35/17 36/15</p> <p>employment [4] 2/3 16/20 16/22 16/24</p> <p>encouraging [1] 38/1</p> <p>end [13] 4/17 16/13 17/14 17/21 21/21 21/25 23/9 31/6 34/2 41/14 42/13 42/22 42/24</p> <p>enforce [1] 26/12</p> <p>enhanced [1] 35/3</p> <p>enough [2] 31/3 43/2</p> <p>ensure [3] 18/21 27/21 27/24</p> <p>enter [1] 35/10</p> <p>enters [1] 38/21</p> <p>entire [2] 19/1 38/3</p> <p>entitled [1] 45/6</p> <p>entry [1] 31/17</p> <p>enunciate [1] 5/8</p> <p>epidemic [1] 6/25</p> <p>error [1] 19/10</p> <p>establish [1] 15/6</p> <p>estimated [1] 24/20</p> <p>ethical [2] 27/22 27/24</p> <p>ethics [8] 26/14 26/17 27/2 27/10 28/1 28/6 31/15 38/7</p> <p>EthicsPoint [1] 31/17</p> <p>evaluation [7] 29/8 31/6 38/22 38/23 38/24 39/25 40/14</p> <p>even [5] 5/8 28/12 31/25 35/3 42/5</p> <p>event [1] 29/24</p> <p>every [2] 8/2 12/2</p> <p>everybody [3] 6/17 22/16 43/23</p> <p>everyone [3] 18/5 24/10 35/21</p> <p>everything [3] 7/19 7/22 16/1</p> <p>evidence [66]</p> <p>evident [2] 29/11 40/2</p> <p>exacerbation [1] 30/23</p>	<p>expand [1] 32/21</p> <p>expected [1] 30/5</p> <p>expects [1] 20/12</p> <p>expensive [1] 24/25</p> <p>explain [1] 41/25</p> <p>exposed [2] 17/18 19/2</p> <p>expressed [1] 15/2</p> <p>extension [1] 41/12</p> <p>extent [1] 17/7</p> <p>F</p> <p>faced [1] 8/14</p> <p>fact [7] 14/13 14/16 15/8 16/2 30/3 36/11 40/18</p> <p>factors [1] 16/11</p> <p>facts [9] 12/11 12/12 13/9 13/10 13/15 13/21 14/15 15/24 29/22</p> <p>failed [1] 17/7</p> <p>fails [1] 37/15</p> <p>fair [2] 7/9 18/22</p> <p>fairness [1] 18/25</p> <p>faith [4] 17/6 27/5 27/15 40/12</p> <p>fall [1] 28/22</p> <p>False [1] 16/23</p> <p>familiar [1] 13/4</p> <p>families [1] 36/16</p> <p>family [5] 16/23 17/1 18/5 18/7 41/13</p> <p>far [2] 8/1 9/19</p> <p>fast [1] 10/23</p> <p>FCRR [2] 2/21 45/10</p> <p>FDA [2] 24/24 24/25</p> <p>feature [1] 18/2</p> <p>February [4] 5/19 32/19 33/7 33/21</p> <p>February 18 [1] 33/21</p> <p>February 5th [1] 32/19</p> <p>February 7th [1] 33/7</p> <p>federal [3] 16/21 24/11 28/18</p> <p>feel [1] 33/3</p> <p>feeling [1] 32/25</p> <p>feels [2] 29/19 31/16</p> <p>fellow [4] 17/13 18/3 20/1 20/8</p> <p>ferret [1] 6/8</p> <p>few [4] 17/10 29/16 32/5 34/5</p> <p>field [5] 37/18 37/19 37/24 38/9 38/11</p> <p>Fifth [1] 2/12</p> <p>file [2] 33/3 39/11</p> <p>files [2] 33/8 34/18</p> <p>filing [1] 9/11</p> <p>filled [1] 6/19</p> <p>final [1] 9/2</p> <p>finally [3] 14/9 32/11 42/9</p> <p>find [7] 12/11 14/16 21/21 26/5 37/1 42/21 42/23</p> <p>finding [1] 33/12</p> <p>finds [2] 34/23 36/11</p> <p>fine [4] 4/12 4/13 10/25 29/6</p> <p>finish [1] 8/16</p> <p>finishes [1] 20/22</p>

F	H
fire [2] 39/2 41/19 fired [3] 38/20 39/8 41/6 fires [5] 25/24 35/6 37/17 37/17 40/10 first [17] 13/17 17/12 20/9 21/12 25/19 27/13 28/4 29/24 30/23 31/7 32/2 34/5 34/6 39/3 43/5 43/25 44/1 five [6] 9/15 25/10 25/10 25/10 31/6 38/21 fixed [1] 33/19 floor [5] 7/19 7/21 7/25 9/16 43/17 FMLA [1] 36/18 folks [3] 6/19 7/3 43/11 follow [4] 12/13 12/19 14/8 16/14 followed [1] 31/1 following [3] 12/19 16/21 29/9 follows [1] 20/9 footnote [1] 34/25 foregoing [1] 45/4 foreshadows [1] 34/1 forget [1] 34/12 form [1] 41/2 formal [1] 33/8 forth [1] 43/21 forward [1] 12/1 forwarding [1] 30/2 forwards [3] 30/7 30/10 34/15 free [1] 7/14 Freeman [1] 23/21 front [2] 9/15 26/18 fully [1] 5/19 fun [1] 36/3 funny [2] 35/21 36/2 future [1] 26/22	had [16] 6/13 8/11 18/23 31/3 33/18 33/19 33/19 38/24 38/25 39/4 40/4 40/16 40/17 40/18 42/6 44/6 hadn't [1] 39/6 hand [4] 19/22 22/9 26/20 29/25 handle [1] 9/1 happen [1] 37/23 happened [2] 29/24 39/25 happens [3] 24/19 29/21 34/20 happy [1] 4/11 hard [2] 5/8 5/17 harm [2] 17/3 24/18 Harmon [1] 23/24 has [22] 5/22 6/6 6/7 9/19 10/6 12/22 12/24 14/4 14/22 17/3 17/8 18/23 20/17 24/20 31/3 31/16 34/19 37/4 37/15 40/10 41/6 41/20 haul [1] 43/20 have [63] having [1] 33/23 he [10] 4/15 5/22 11/1 11/3 11/7 11/9 37/6 37/7 44/6 44/6 headquarters [1] 32/12 health [1] 29/4 healthy [1] 5/19 hear [6] 8/20 16/6 19/20 24/4 41/17 41/24 heard [6] 5/18 13/5 14/9 14/14 26/4 42/9 hearing [3] 5/9 19/5 28/21 heartbreaking [1] 41/13 held [2] 11/22 36/23 help [10] 13/20 16/14 19/24 20/11 25/21 29/23 33/1 34/14 34/16 37/13 helpful [1] 23/18 helping [1] 4/17 her [52] here [33] 4/6 4/11 4/12 4/17 6/17 7/5 8/13 8/22 9/15 9/18 11/10 11/15 11/15 14/11 14/25 21/14 26/21 28/12 28/23 29/1 29/25 31/2 31/18 31/22 32/5 32/9 32/19 33/7 33/13 34/17 34/24 39/10 41/15 herein [1] 11/22 herself [2] 38/11 40/6 highest [4] 27/22 27/24 32/7 32/8 him [2] 10/25 11/9 hindering [1] 30/16 his [2] 32/14 32/14 hit [1] 25/1 honest [1] 8/10 Honor [16] 4/14 4/23 4/25 5/14 8/5 8/23 9/9 10/12 10/24 11/14 11/20 21/11 22/14 22/18 22/19 24/9 HONORABLE [2] 1/11 4/6 hope [1] 37/1 horse [1] 5/20 hour [1] 20/24 Houston [1] 44/4 how [7] 9/9 14/19 19/8 41/13 41/13 42/23 44/2 However [1] 20/24 HR [13] 34/5 34/10 34/10 34/17 34/18 36/9 37/11 37/13 37/25 38/15 38/15 39/2 39/9 HR's [2] 33/21 34/16 human [8] 25/13 25/14 25/18 25/22 25/23 32/16 33/7 34/8 humiliated [2] 36/6 41/10
G	I
gaining [1] 30/18 gallery [1] 11/1 Gary [3] 10/5 22/25 44/5 gave [1] 41/3 general [1] 36/24 generalization [1] 7/5 generic [1] 25/1 gentleman [1] 12/6 get [10] 6/24 9/10 9/14 9/14 19/22 21/20 21/22 23/12 33/2 36/21 gets [2] 39/1 44/6 getting [1] 7/1 give [13] 12/13 14/8 14/20 16/12 16/15 18/3 21/19 22/3 29/23 40/19 42/22 43/5 43/24 given [3] 6/24 14/18 19/19 gives [1] 41/2 global [2] 27/17 32/11 go [10] 7/11 11/9 12/5 20/1 20/19 23/16 28/4 43/2 43/7 43/25 goes [4] 7/19 31/17 34/10 34/13 going [18] 5/7 5/12 7/12 8/8 8/14 8/15 9/24 10/22 11/11 12/2 12/3 13/16 19/19 23/10 24/1 28/20 31/5 44/1 gone [1] 6/19 good [12] 4/23 4/25 5/2 5/4 6/24 9/8 17/6 24/10 27/5 27/15 34/4 40/11 goodies [1] 23/8 goody [1] 23/7 Google [1] 30/25 got [2] 8/22 23/10 gotten [1] 30/12 grant [1] 19/12 granted [1] 24/3 granting [1] 19/13 gross [1] 7/5 group [3] 2/3 29/17 36/24 group's [1] 29/3 guess [1] 15/19 guidelines [1] 33/4 guys [1] 43/24	I'll [10] 7/16 7/17 7/25 8/23 8/23 11/15 17/10 40/22 41/25 43/12 I'm [15] 4/19 5/25 6/12 6/15 7/12 8/17 8/21 8/22 10/22 12/3 13/15 19/19 22/20 23/19 36/9 I've [1] 8/11 idea [1] 7/3 ideal [1] 11/16 identification [1] 35/3 identify [1] 4/9 ignore [3] 12/20 15/18 15/21 illegal [4] 24/12 25/12 41/19 42/1 illness [1] 33/2

<p>I</p> <p>imagine [1] 8/2</p> <p>Immediate [2] 9/12 9/13</p> <p>immediately [3] 19/3 28/16 30/10</p> <p>important [1] 12/21</p> <p>improper [1] 14/1</p> <p>improvement [1] 39/4</p> <p>in-person [1] 38/11</p> <p>include [1] 24/14</p> <p>included [1] 36/22</p> <p>includes [1] 17/24</p> <p>including [2] 18/5 39/5</p> <p>increase [1] 32/22</p> <p>increased [1] 32/25</p> <p>increasing [1] 30/19</p> <p>INDEX [1] 3/1</p> <p>indicates [1] 37/8</p> <p>indication [3] 12/9 19/14 32/24</p> <p>individualized [1] 22/23</p> <p>individuals [1] 15/5</p> <p>infer [1] 12/8</p> <p>inflammatory [1] 24/22</p> <p>influenced [3] 12/15 14/2 20/7</p> <p>information [8] 10/2 17/19 19/2 19/8 28/7 30/24 32/4 35/9</p> <p>informed [1] 28/9</p> <p>initial [1] 7/20</p> <p>inner [1] 11/12</p> <p>insight [2] 30/22 33/16</p> <p>insinuate [1] 32/23</p> <p>instruct [4] 12/7 14/22 20/18 41/18</p> <p>instructed [1] 14/5</p> <p>instruction [3] 10/13 14/8 18/15</p> <p>instructions [10] 3/4 10/10 10/15 12/3 12/8 12/19 16/12 16/13 17/17 25/12</p> <p>instructs [2] 25/3 30/11</p> <p>intend [2] 22/1 37/8</p> <p>intended [1] 13/20</p> <p>intends [1] 20/24</p> <p>interest [2] 9/19 31/17</p> <p>interesting [1] 34/20</p> <p>interests [1] 16/7</p> <p>internal [1] 30/21</p> <p>Internet [2] 18/1 18/18</p> <p>interpret [1] 13/20</p> <p>interrupt [1] 36/5</p> <p>interview [2] 32/15 37/25</p> <p>interviewing [1] 38/6</p> <p>interviews [2] 31/23 33/12</p> <p>introduce [1] 28/19</p> <p>investigate [2] 24/13 33/10</p> <p>investigating [1] 33/11</p> <p>investigation [5] 18/20 24/14 32/1 35/7 36/11</p> <p>involved [2] 18/6 30/12</p> <p>involves [1] 17/19</p> <p>is [115]</p> <p>isolated [1] 41/9</p> <p>issue [8] 5/15 6/6 6/20 6/20 6/21 6/21 21/2 21/2</p> <p>issues [5] 6/9 17/19 33/25 34/5 36/9</p> <p>it [94]</p> <p>it's [6] 5/7 5/17 9/13 27/3 36/2 36/2</p> <p>item [1] 14/22</p> <p>items [1] 43/20</p> <p>its [25] 17/9 25/7 25/13 26/15 26/24 27/1 27/4 27/6 27/9 27/10 27/14 27/20 27/20 27/21 27/25 28/3 28/11 28/15 30/6 31/20 32/7 34/18 34/21 37/20 42/3</p> <p>IVIE [12] 1/3 4/7 4/15 4/17 16/17 16/20 25/25 26/2 27/12 29/1 35/15 42/10</p> <p>ivie's [3] 16/20 26/19 42/20</p>	<p>January 23rd [1] 32/6</p> <p>jeopardizes [1] 18/24</p> <p>join [1] 11/20</p> <p>JOLIE [2] 1/11 4/6</p> <p>JR [2] 1/4 4/7</p> <p>judge [8] 4/6 5/22 6/23 10/22 11/16 41/18 42/9 42/21</p> <p>judges [1] 8/11</p> <p>July [2] 35/23 45/9</p> <p>June [5] 1/5 4/1 16/19 35/6 41/5</p> <p>June 2019 [1] 16/19</p> <p>juror [18] 7/13 7/15 8/3 18/8 18/24 19/2 23/1 23/9 23/13 23/15 23/17 23/19 23/20 23/21 23/22 23/23 23/24 23/25</p> <p>jurors [17] 5/12 5/18 6/7 6/24 9/4 9/11 17/11 17/14 18/3 20/1 20/8 21/15 21/22 22/15 22/23 23/6 26/12</p> <p>jury [22] 1/10 7/21 10/6 10/9 11/22 11/23 12/6 17/20 18/11 19/6 20/1 20/3 20/20 21/10 21/13 21/20 21/21 23/5 43/4 43/18 43/20 43/22</p> <p>just [14] 6/15 8/5 11/6 12/18 19/21 26/6 29/16 30/25 36/2 36/6 36/24 39/4 41/7 41/16</p> <p>justice [2] 41/1 41/2</p> <p>K</p> <p>Karen [6] 32/16 32/17 33/6 33/9 33/12 33/14</p> <p>Kathleen [1] 23/19</p> <p>keep [7] 8/18 17/12 19/8 19/10 19/25 26/10 43/5</p> <p>keeping [1] 37/3</p> <p>Kent [1] 23/20</p> <p>kept [2] 24/15 24/17</p> <p>kinds [1] 14/17</p> <p>Kleenex [1] 22/25</p> <p>knew [1] 8/21</p> <p>know [15] 5/21 6/5 6/7 6/13 7/8 9/18 10/3 10/5 10/21 16/6 19/23 28/9 39/9 44/6 44/6</p> <p>knowing [1] 33/22</p> <p>known [1] 24/22</p> <p>knows [2] 38/9 39/2</p> <p>L</p> <p>label [12] 15/3 31/21 33/18 34/24 35/2 38/2 39/6 39/24 41/21 41/24 42/1 42/5</p> <p>labeling [3] 30/18 33/10 42/7</p> <p>lack [1] 36/24</p> <p>Ladies [1] 12/6</p> <p>large [1] 7/6</p> <p>lash [1] 34/17</p> <p>last [2] 34/14 41/16</p> <p>later [9] 15/1 25/17 25/23 29/16 32/5 33/6 34/5 34/13 35/6</p> <p>latter [1] 7/2</p> <p>law [22] 2/3 4/16 4/16 12/7 12/12 12/13 14/17 16/12 17/18 18/21 20/18 24/11 24/17 27/23 27/25 28/18 31/21 35/16 36/14 41/2 42/2 42/8</p> <p>laws [5] 26/5 26/7 26/9 40/23 41/22</p> <p>lawyer [3] 15/11 15/12 15/14</p> <p>lawyers [7] 8/12 13/11 13/17 13/18 13/22 13/24 24/2</p> <p>leadership [1] 29/15</p> <p>learn [2] 18/20 41/5</p> <p>leave [9] 11/12 16/23 17/1 20/3 33/20 36/16 41/21 43/17 43/19</p> <p>lecturn [2] 6/4 24/4</p> <p>led [1] 27/18</p> <p>left [3] 20/3 26/20 29/25</p> <p>left-hand [2] 26/20 29/25</p> <p>legal [1] 18/15</p> <p>length [1] 19/11</p> <p>Leslie [1] 23/22</p> <p>less [2] 24/25 36/18</p> <p>let [7] 10/21 11/18 17/23 19/22 20/2 24/19 28/19</p> <p>Let's [4] 23/8 26/13 43/2 44/5</p> <p>level [2] 29/14 32/7</p> <p>Lewis [2] 2/6 2/9</p> <p>life [2] 41/3 41/11</p> <p>Lighten [1] 36/2</p> <p>like [11] 5/15 8/23 9/15 13/6 22/12 26/6 26/8 26/11 34/3 38/15 43/11</p>
<p>J</p> <p>January [6] 31/22 32/3 32/6 32/13 32/15 32/18</p> <p>January 15th [1] 31/22</p>	

<p>L</p> <p>likely [4] 42/14 42/15 42/19 42/20</p> <p>likes [1] 12/15</p> <p>limited [6] 10/14 14/7 14/21 14/23 14/24 15/7</p> <p>limiting [1] 14/8</p> <p>line [3] 9/21 10/18 34/24</p> <p>list [4] 9/10 9/14 13/16 36/24</p> <p>listen [5] 5/18 9/24 18/16 42/11 42/17</p> <p>listening [1] 21/23</p> <p>literally [1] 8/14</p> <p>little [5] 6/14 9/19 22/24 23/7 34/19</p> <p>living [1] 7/7</p> <p>LLP [2] 2/6 2/9</p> <p>local [2] 6/14 9/23</p> <p>locked [1] 11/4</p> <p>long [1] 11/3</p> <p>look [3] 6/15 12/1 26/13</p> <p>looking [1] 21/23</p> <p>looks [1] 22/12</p> <p>loop [2] 36/25 37/3</p> <p>lot [2] 29/22 41/24</p> <p>lower [1] 26/20</p> <p>LP [2] 1/6 4/8</p> <p>lunch [2] 12/5 20/24</p> <p>lung [1] 24/22</p> <p>lungs [1] 24/23</p>	<p>meets [1] 27/24</p> <p>Melinda [1] 2/6</p> <p>Melissa [1] 4/24</p> <p>members [2] 9/18 18/5</p> <p>memory [4] 13/22 16/6 20/6 20/7</p> <p>mental [1] 33/2</p> <p>mention [2] 22/19 44/6</p> <p>mentioning [1] 6/23</p> <p>merely [2] 42/5 42/15</p> <p>merits [1] 17/24</p> <p>mess [1] 6/16</p> <p>messaging [1] 18/1</p> <p>might [3] 20/25 21/3 31/20</p> <p>Mike [3] 32/5 33/14 34/15</p> <p>Mill [1] 2/7</p> <p>millions [1] 27/19</p> <p>mind [1] 17/12</p> <p>mindset [1] 33/19</p> <p>minimize [1] 17/8</p> <p>minimum [1] 19/11</p> <p>minute [3] 12/4 20/22 21/5</p> <p>miss [1] 37/2</p> <p>mistrial [1] 18/25</p> <p>mitigate [1] 17/8</p> <p>mitigation [1] 35/3</p> <p>mixed [1] 39/15</p> <p>mixed-market [1] 39/15</p> <p>moment [1] 26/17</p> <p>Monday [2] 12/2 33/15</p> <p>money [1] 41/3</p> <p>monitored [2] 35/2 35/5</p> <p>month [3] 25/17 29/7 36/19</p> <p>months [3] 29/8 29/13 29/16</p> <p>moots [1] 11/15</p> <p>more [7] 13/1 14/15 41/8 42/14 42/15 42/18 42/20</p> <p>Morgan [2] 2/6 2/9</p> <p>morning [3] 20/23 22/13 43/8</p> <p>most [3] 6/13 8/25 16/18</p> <p>move [6] 8/1 8/12 8/24 10/7 34/12 36/10</p> <p>moving [2] 8/13 8/18</p> <p>Mr [2] 3/5 8/24</p> <p>Mr. [7] 6/1 12/4 20/24 21/4 32/14 44/2 44/4</p> <p>Mr. Magnuson [4] 12/4 20/24 21/4 44/4</p> <p>Mr. Oswald [1] 6/1</p> <p>Mr. Pomponi [2] 32/14 44/2</p> <p>Mrs [1] 8/24</p> <p>Ms. [9] 16/20 16/20 29/9 29/13 29/16 30/9 30/17 31/3 32/17</p> <p>Ms. DiNunzio [7] 29/9 29/13 29/16 30/9 30/17 31/3 32/17</p> <p>Ms. Ivie [1] 16/20</p> <p>Ms. Ivie's [1] 16/20</p> <p>much [12] 4/21 5/13 9/10 9/14 11/19 12/1 14/19 21/7 29/12 41/8 42/23 43/14</p> <p>must [28] 12/7 12/13 12/14 12/16 12/19 13/1 14/6 14/8 14/23 15/22 17/16 17/18 18/11 24/11 24/13 26/15 26/24 27/4 27/9 27/14 27/19 27/22 28/7 30/6 34/12 39/3 42/10 42/13</p> <p>my [20] 4/23 5/10 12/7 12/19 17/17 19/13 19/14 19/22 22/20 33/14 35/8 35/22 36/6 36/22 37/6 37/6 37/7 37/9 37/10 37/11</p> <p>myself [1] 37/5</p>
<p>M</p> <p>made [3] 15/3 15/4 15/6</p> <p>MAGISTRATE [1] 1/12</p> <p>Magnuson [4] 12/4 20/24 21/4 44/4</p> <p>mailed [1] 6/11</p> <p>make [10] 7/14 7/16 7/17 8/21 9/25 18/19 19/16 20/10 20/13 20/19</p> <p>makes [4] 14/17 24/24 28/22 40/13</p> <p>making [2] 7/22 15/8</p> <p>manage [1] 37/7</p> <p>manager [5] 16/19 24/16 28/4 32/4 39/3</p> <p>managers [1] 26/24</p> <p>mandated [1] 5/22</p> <p>manner [1] 16/7</p> <p>many [3] 23/8 36/22 42/17</p> <p>market [10] 2/10 25/1 25/2 25/3 26/15 30/6 31/20 32/22 38/2 39/15</p> <p>marketing [15] 24/12 25/7 25/12 27/1 27/6 27/15 30/18 33/10 39/7 39/24 41/21 41/24 42/1 42/5 42/7</p> <p>mask [3] 11/15 22/20 23/2</p> <p>masked [2] 9/2 9/5</p> <p>masks [5] 5/16 5/22 11/14 24/4 24/5</p> <p>Mastoloni [2] 4/15 26/1</p> <p>materials [1] 18/19</p> <p>matter [1] 18/12</p> <p>matters [1] 3/3</p> <p>may [29] 6/9 10/25 11/1 13/13 13/15 14/9 14/12 14/21 14/25 15/7 15/14 15/15 15/20 15/24 16/1 16/4 18/7 18/15 19/4 19/11 19/24 20/15 20/15 20/16 34/8 34/20 35/18 41/17 41/19</p> <p>May 21st [1] 34/20</p> <p>May 3rd [1] 34/8</p> <p>Maybe [1] 6/25</p> <p>Mazumdar [1] 2/2</p> <p>McCarthy [2] 2/9 5/1</p> <p>McCullough [1] 32/9</p> <p>me [26] 6/4 10/21 11/18 19/5 19/22 21/19 22/9 24/19 28/19 35/19 35/21 36/1 36/2 36/4 36/5 36/7 36/18 36/21 36/23 37/3 37/4 37/8 37/8 37/13 42/25 44/6</p> <p>means [6] 12/16 12/25 15/22 18/1 42/13 42/13</p> <p>meant [1] 6/8</p> <p>media [1] 18/6</p> <p>medical [2] 16/23 36/16</p> <p>meet [2] 27/22 34/8</p> <p>meeting [6] 31/25 33/22 33/23 34/2 35/23 37/12</p> <p>Meetings [1] 36/23</p>	<p>N</p> <p>name [5] 4/19 4/23 23/16 23/17 25/24</p> <p>nation [3] 40/8 40/9 40/19</p> <p>national [1] 29/14</p> <p>national-level [1] 29/14</p> <p>nationally [2] 39/19 39/21</p> <p>nearly [1] 41/10</p> <p>necessarily [1] 16/2</p> <p>necessary [4] 19/5 22/3 27/20 36/17</p> <p>need [10] 6/3 6/18 7/23 28/8 30/12 30/15 30/16 31/9 35/8 36/10</p> <p>needs [1] 20/25</p> <p>nervous [1] 6/15</p> <p>never [5] 8/16 38/23 39/1 40/16 40/18</p> <p>new [4] 23/10 23/12 23/17 31/10</p>

<p>N</p> <p>news [2] 9/23 18/16</p> <p>next [1] 9/20</p> <p>nickname [2] 35/20 36/1</p> <p>nine [2] 43/10 43/13</p> <p>nine o'clock [2] 43/10 43/13</p> <p>no [16] 6/20 6/20 6/20 7/14 7/17 14/17 20/3 22/5 22/11 23/19 23/20 23/21 23/22 23/23 23/24 23/25</p> <p>No one [1] 20/3</p> <p>No. [17] 4/7 13/24 14/4 23/13 23/16 26/15 26/24 27/4 27/9 34/25 39/12 39/12 39/14 39/15 39/16 39/18 39/20</p> <p>No. 1 [4] 23/13 23/16 39/12 39/15</p> <p>No. 10 [1] 34/25</p> <p>No. 16 [1] 39/12</p> <p>No. 2 [3] 13/24 26/24 39/20</p> <p>No. 3 [3] 14/4 27/4 39/18</p> <p>No. 3:19-cv-01657-JR [1] 4/7</p> <p>No. 4 [1] 39/16</p> <p>No. 6 [1] 39/14</p> <p>none [1] 16/2</p> <p>Northwest [1] 28/24</p> <p>not [71]</p> <p>note [1] 20/2</p> <p>note-taking [1] 20/2</p> <p>notebooks [2] 21/13 21/17</p> <p>notepad [1] 23/1</p> <p>notes [11] 7/22 19/24 19/25 20/3 20/4 20/5 20/6 20/8 20/8 32/14 43/18</p> <p>nothing [2] 30/2 34/4</p> <p>notice [1] 38/19</p> <p>notify [3] 18/7 19/2 42/4</p> <p>now [25] 4/5 6/6 12/6 16/20 17/10 24/19 25/15 27/12 28/15 28/19 28/22 29/22 30/1 32/19 33/4 33/11 35/8 35/15 35/20 36/13 37/15 38/14 41/24 41/25 42/4</p> <p>number [8] 9/24 10/3 10/17 16/3 19/11 23/17 26/22 37/23</p> <p>numbers [8] 23/9 23/10 23/12 26/20 26/21 38/9 38/10 40/4</p> <p>NW [1] 2/4</p>	<p>only [17] 6/19 9/9 13/13 14/7 14/21 14/23 14/23 15/7 17/16 20/6 24/6 26/12 26/16 28/8 30/7 31/15 34/10</p> <p>oOo [1] 45/2</p> <p>open [9] 4/3 8/9 8/17 9/21 11/13 17/12 21/10 23/5 43/22</p> <p>opening [17] 3/5 5/17 10/11 13/19 15/1 20/10 20/10 20/13 21/6 22/4 22/5 22/6 22/11 22/12 24/2 43/6 43/8</p> <p>openings [2] 10/8 22/10</p> <p>opinion [3] 7/17 12/9 19/14</p> <p>opinions [1] 12/15</p> <p>opportunity [6] 16/5 18/23 28/17 33/23 38/25 43/24</p> <p>option [1] 11/14</p> <p>order [3] 15/20 16/14 32/22</p> <p>ordered [1] 18/12</p> <p>OREGON [8] 1/2 1/6 4/5 16/23 16/24 16/25 24/20 24/21</p> <p>organizational [1] 28/19</p> <p>original [2] 6/23 45/6</p> <p>originally [1] 33/9</p> <p>Oswald [4] 2/3 3/5 4/14 6/1</p> <p>other [20] 7/16 8/4 9/7 9/9 10/21 13/19 14/24 15/4 15/9 15/12 16/9 16/11 17/18 18/2 18/19 18/20 33/13 36/7 39/5 40/10</p> <p>others [1] 12/20</p> <p>otherwise [2] 8/2 17/22</p> <p>our [16] 5/16 6/14 8/18 9/2 11/16 19/10 28/23 29/1 31/2 32/5 32/21 32/22 32/23 33/1 33/7 44/5</p> <p>ours [1] 21/13</p> <p>out [21] 6/9 6/11 6/20 12/20 19/5 21/15 25/10 25/10 26/18 29/17 31/6 33/21 34/4 34/17 36/25 37/1 37/3 37/18 38/10 38/21 39/12</p> <p>outcome [1] 16/8</p> <p>outdoor [1] 5/10</p> <p>outer [1] 11/12</p> <p>outline [1] 20/11</p> <p>outside [1] 19/2</p> <p>over [7] 8/2 8/16 10/25 19/1 27/10 33/25 37/10</p> <p>overflow [1] 9/17</p> <p>overly [1] 20/7</p> <p>overrule [1] 15/14</p> <p>own [14] 18/21 20/6 26/14 28/10 31/21 32/20 35/18 36/11 36/17 40/12 40/24 42/2 42/3 42/18</p>
<p>O</p> <p>o'clock [2] 43/10 43/13</p> <p>oath [1] 12/18</p> <p>object [4] 7/15 13/25 15/14 21/11</p> <p>objection [12] 7/13 7/14 7/14 7/16 7/17 7/17 8/22 14/2 14/3 15/14 15/16 15/18</p> <p>objections [1] 13/24</p> <p>objects [1] 25/7</p> <p>obligated [1] 29/19</p> <p>obstructed [1] 24/23</p> <p>obstructive [1] 24/21</p> <p>Obviously [1] 7/3</p> <p>occurred [1] 32/15</p> <p>off [16] 15/3 22/20 23/8 30/18 31/21 33/10 33/18 35/2 38/2 39/6 39/24 41/21 41/24 42/1 42/5 42/7</p> <p>off-label [11] 15/3 31/21 33/18 35/2 38/2 39/6 39/24 41/21 41/24 42/1 42/5</p> <p>off-labeling [3] 30/18 33/10 42/7</p> <p>offer [1] 15/1</p> <p>offered [1] 15/5</p> <p>offers [1] 15/12</p> <p>officer [1] 32/9</p> <p>Official [1] 45/10</p> <p>Oh [1] 36/2</p> <p>Okay [6] 9/6 9/8 11/21 22/8 23/3 44/8</p> <p>old [2] 23/9 34/1</p> <p>older [3] 7/6 7/7 36/8</p> <p>oldest [2] 35/22 36/12</p> <p>once [3] 10/6 30/17 36/6</p> <p>one [21] 5/14 6/22 10/14 13/6 14/15 20/3 20/22 20/23 20/24 23/9 25/17 26/7 28/10 29/1 30/22 31/5 31/24 34/14 35/21 36/8 37/17</p> <p>one-hour [1] 20/24</p> <p>ones [1] 6/19</p>	<p>P</p> <p>p.m [1] 20/22</p> <p>PA [1] 2/10</p> <p>packets [1] 22/24</p> <p>pad [1] 22/24</p> <p>page [7] 2/7 26/17 26/21 27/3 27/11 28/2 28/14</p> <p>pages [1] 27/7</p> <p>Palo [1] 2/7</p> <p>pandemic [1] 6/10</p> <p>paper [1] 22/24</p> <p>part [2] 16/1 29/18</p> <p>participants [1] 31/24</p> <p>parties [2] 18/22 20/12</p> <p>parties' [1] 16/15</p> <p>party [4] 12/24 13/3 18/23 20/12</p> <p>pass [2] 21/15 23/9</p> <p>passion [2] 29/10 40/1</p> <p>past [2] 34/12 43/5</p> <p>Pat [2] 35/19 35/19</p> <p>patient [3] 30/19 32/22 33/2</p> <p>patients [5] 27/10 27/19 27/20 30/23 31/13</p> <p>pause [3] 23/4 26/17 30/11</p> <p>pay [2] 19/18 22/15</p> <p>paying [1] 7/22</p> <p>peer [1] 39/6</p> <p>pen [1] 22/24</p> <p>people [9] 6/11 6/13 6/14 6/19 7/4 18/6 28/20 35/22 36/4</p> <p>percent [6] 24/20 30/22 37/19 40/7 40/9 40/18</p> <p>peremptories [2] 7/10 8/15</p> <p>Perfect [2] 5/11 43/12</p> <p>performance [19] 24/15 25/9 25/16 29/7 29/10 31/6 38/20 38/21 38/23 38/24 39/3 39/4 39/9 39/24 40/1 40/3 40/12 40/14 40/15</p>

P	
performer [1] 40/19 permission [1] 24/3 permitted [2] 15/13 24/5 person [7] 5/22 6/17 17/25 38/6 38/11 44/5 44/5 personal [1] 12/15 personally [1] 14/14 persuaded [1] 13/1 Peter [2] 4/17 26/1 Phaneuf [2] 4/17 26/1 pharmaceutical [1] 27/18 PHARMACEUTICALS [3] 1/6 4/8 16/18 Philadelphia [1] 2/10 phone [2] 10/17 17/25 pick [1] 21/2 pick-up [1] 21/2 place [1] 39/3 plaintiff [13] 1/4 2/2 12/22 15/2 15/6 15/8 16/17 17/2 17/3 17/7 20/14 20/16 24/2 plaintiff's [4] 14/25 17/5 17/6 28/13 plan [2] 39/4 40/15 plans [1] 44/7 play [1] 37/1 please [7] 4/10 18/13 19/2 19/6 19/25 21/3 23/11 plexiglass [1] 5/12 podium [4] 4/12 9/3 11/17 43/9 point [4] 10/7 26/18 31/18 43/7 policies [1] 40/24 policy [4] 28/13 32/20 37/21 42/2 Pomponi [5] 32/5 32/14 33/14 34/15 44/2 pool [1] 6/25 poor [3] 6/14 38/20 39/2 population [1] 30/20 Portland [4] 1/6 2/13 2/22 6/16 position [1] 29/15 positions [1] 16/16 possibly [1] 12/2 practices [1] 24/12 prefer [2] 21/1 35/25 prejudice [1] 16/8 prejudices [1] 12/16 preliminary [6] 3/3 3/4 10/10 10/13 10/15 12/3 prepare [1] 33/24 prepared [1] 34/3 preponderance [3] 12/23 12/25 42/11 present [5] 20/14 20/16 21/10 23/5 43/22 presented [2] 13/3 20/17 president [1] 32/10 presiding [1] 4/6 press [1] 18/6 pretty [1] 9/13 prevent [1] 26/24 previous [1] 37/9 previously [1] 6/23 printed [1] 35/24 prior [1] 38/12 privileged [1] 26/2 probably [4] 6/3 8/25 11/9 13/2 problem [2] 8/14 19/23 proceed [2] 20/9 24/1 proceedings [3] 18/25 23/4 45/5 process [4] 8/18 9/22 19/1 41/10 product [3] 27/1 30/6 33/1 products [2] 26/15 32/24 professional [3] 36/1 41/3 41/11 Profit [1] 31/10 profitable [1] 31/9 profits [1] 27/9 program [2] 27/7 28/13 promotions [1] 15/3 promptly [1] 43/13 proof [5] 12/24 13/5 14/13 14/15 16/2	protect [15] 24/11 26/6 26/7 26/10 26/12 27/4 27/14 27/20 28/7 35/17 36/15 37/14 37/16 40/23 41/22 protected [1] 27/21 protects [1] 42/8 proud [1] 29/12 provide [1] 12/13 proving [3] 12/23 17/4 17/9 PSS [1] 37/6 public [6] 9/17 9/18 9/21 9/23 10/1 10/18 pull [1] 7/24 pulmonary [1] 24/21 purpose [10] 10/14 14/7 14/22 14/23 14/24 14/24 15/7 15/9 19/7 24/6 pushes [1] 31/11 pushing [1] 31/15 put [5] 6/6 23/11 27/9 37/7 40/15
	Q
	question [9] 7/9 7/23 9/2 14/1 15/11 15/14 15/16 15/18 15/19 questioning [1] 38/8 questionnaire [3] 6/6 6/8 6/20 questions [13] 6/5 8/1 8/3 8/7 9/3 9/7 10/22 11/16 13/24 19/21 31/4 33/17 33/24 quickly [2] 34/4 42/8
	R
	raise [3] 5/14 21/4 28/3 raises [2] 30/18 30/21 rank [1] 42/18 ranking [1] 32/9 rate [1] 31/5 rating [2] 25/9 31/7 Ray [2] 4/15 26/1 RDR [2] 2/21 45/10 reaching [1] 13/12 read [4] 10/9 12/3 18/16 20/4 real [1] 10/22 really [5] 5/6 5/17 37/8 41/8 43/4 reason [6] 7/12 33/9 35/15 36/13 37/19 41/19 reasonable [1] 13/5 reasonableness [1] 16/10 reasonably [1] 18/7 reasons [2] 27/13 37/17 recall [2] 12/17 19/17 receive [1] 18/14 received [10] 6/10 13/10 13/14 14/7 14/11 15/11 15/15 15/17 17/17 21/17 receiving [1] 22/23 recently [1] 16/18 recess [4] 21/8 21/9 43/7 44/9 recommending [1] 35/4 recommends [1] 35/1 record [5] 4/10 7/15 15/21 23/15 45/5 redo [1] 7/21 reduced [1] 17/7 reevaluate [1] 30/15 refer [1] 14/25 reference [2] 18/19 26/22 refused [1] 37/11 regarding [1] 12/9 regardless [1] 13/3 region [4] 28/25 29/5 39/13 39/15 regional [1] 30/15 regions [1] 39/12 regularly [1] 37/6 relating [1] 28/8 relationship [1] 29/5 release [1] 12/4 releases [1] 34/21 relevant [1] 19/8 rely [1] 20/6 remain [1] 11/12 remaining [1] 6/19

R	
remains [1] 28/17	said [5] 6/17 6/20 9/15 30/24 43/2
remember [4] 13/21 19/24 28/10 43/9	sales [3] 16/19 25/2 28/24
remind [1] 19/20	salespeople [3] 25/3 31/20 38/2
remove [2] 24/3 24/5	same [7] 18/22 25/14 31/24 32/13 32/17 33/11 42/22
renewed [1] 25/22	Sanitizer [1] 23/1
report [14] 18/13 24/12 24/13 24/15 24/16 26/25 27/5 27/15 28/1 28/12 28/15 32/8 33/15 34/21	saw [1] 14/14
reported [1] 28/8	say [11] 7/4 7/12 8/23 12/8 13/18 23/15 37/19 38/19 38/20 40/11 42/9
reporter [3] 2/21 9/23 45/10	saying [3] 6/11 6/14 34/18
reporting [2] 29/20 36/8	says [7] 16/1 29/9 30/12 30/14 30/21 31/9 33/14
reports [4] 28/5 29/2 33/24 36/12	scale [1] 42/15
represent [1] 26/2	scheduling [1] 20/25
representation [2] 6/24 7/1	Schwabe [3] 2/12 5/3 10/25
request [4] 5/16 11/20 19/12 19/13	science [1] 27/18
requested [2] 7/5 24/3	science-led [1] 27/18
requesting [2] 7/4 22/16	Scott [2] 2/3 4/14
require [1] 19/1	screen [2] 34/25 38/14
required [3] 5/16 20/13 42/3	scrutinize [1] 25/15
requirement [1] 13/6	scrutiny [1] 24/14
requires [8] 18/21 24/11 27/25 28/11 28/15 35/16 36/14 42/3	searching [1] 18/18
requiring [1] 32/8	seat [1] 10/9
research [1] 18/17	seated [2] 10/7 18/8
resources [8] 25/13 25/14 25/18 25/22 25/23 32/16 33/8 34/8	seats [1] 23/6
respect [2] 27/23 27/25	Seattle [3] 29/5 39/13 39/15
respective [1] 6/3	second [7] 7/19 7/21 7/24 9/16 17/16 34/18 35/15
respiratory [4] 29/4 29/17 32/10 32/23	second-floor [1] 7/21
respond [5] 7/4 7/23 18/11 38/25 40/20	see [20] 6/4 6/25 7/2 7/9 9/4 11/18 16/5 19/20 23/6 26/7 26/19 26/20 26/21 28/12 29/7 30/3 39/22 42/12 43/11 43/12
response [2] 7/25 25/2	seeing [2] 12/2 26/18
responses [1] 6/13	seems [1] 21/19
responsibility [1] 31/12	seen [4] 14/9 26/16 27/2 35/14
responsible [2] 24/18 29/3	selection [1] 11/22
restrictions [2] 18/21 18/24	selects [1] 29/14
result [2] 18/25 32/25	send [1] 29/19
results [1] 35/7	sends [6] 29/16 31/4 32/3 32/14 33/5 34/15
retaliates [1] 24/16	sense [1] 29/24
retaliating [1] 26/25	sensitive [1] 36/10
retaliation [5] 26/11 27/5 27/14 36/15 37/16	sent [1] 15/8
retaliatory [1] 17/3	seriously [1] 31/13
retrained [2] 35/2 35/5	seriousness [1] 32/8
return [4] 18/15 21/6 36/22 37/9	serve [2] 6/18 29/14
returned [1] 36/18	service [2] 18/11 25/6
returns [1] 25/20	serving [2] 6/9 6/12
review [1] 35/11	session [2] 4/5 14/10
reviewing [2] 35/11 38/16	set [1] 8/23
rid [1] 36/21	setting [1] 36/1
Riechert [2] 2/6 4/24	seven [1] 29/13
right [12] 5/6 23/13 31/16 33/4 38/14 40/24 41/2 42/19 42/20 43/2 43/12 43/15	share [3] 25/2 32/22 38/14
rise [1] 4/4	shares [2] 25/13 25/21
risk [2] 35/2 35/3	she [19] 29/18 30/21 30/21 31/5 31/9 31/11 31/14 31/15 31/19 34/1 34/15 37/2 37/19 39/20 40/9 40/12 40/18 40/18 41/12
RMR [1] 45/10	sheet [2] 42/21 42/22
Road [1] 2/7	short [1] 36/19
Robert [1] 2/3	shortly [2] 25/8 29/15
role [1] 34/8	shot [1] 31/4
room [10] 2/22 7/21 11/2 18/1 20/1 20/3 20/20 21/21 43/18 43/20	should [16] 12/10 13/2 13/7 14/2 14/16 17/13 19/15 20/3 20/6 20/7 24/14 24/15 28/4 30/25 42/21 44/3
row [1] 23/16	shouldn't [2] 6/21 30/12
rule [8] 8/22 26/15 26/24 27/4 27/9 27/13 29/20 42/3	show [9] 12/4 14/25 20/12 31/3 35/9 40/14 42/10 42/12 42/14
Rule No. 1 [1] 26/15	showing [1] 15/7
Rule No. 4 [1] 27/9	shown [1] 38/24
rules [11] 14/1 15/10 15/13 19/9 26/9 26/10 26/11 26/11 26/13 28/11 31/22	shows [2] 38/23 39/22
ruling [2] 7/17 14/3	shut [1] 11/12
RUSSO [5] 1/11 4/6 41/18 42/9 42/21	side [6] 7/13 7/16 15/12 20/9 21/13 29/25
Ruud [1] 32/11	side's [1] 42/18
Ryan [2] 2/9 5/1	signature [3] 45/7 45/7 45/7
Ryan McCarthy [1] 5/1	signed [1] 45/7
	significant [1] 32/7
S	signing [1] 45/4
safe [1] 26/10	silence [1] 31/1
safety [1] 26/11	simply [3] 7/15 19/21 20/11
	since [5] 5/19 6/11 10/1 32/2 36/22
	singer [1] 35/19

S	SUZANNE [100]
single [1] 12/20	Suzanne Ivie [1] 25/25
sir [2] 5/9 24/8	Suzanne's [22] 29/9 30/21 31/4 31/6 31/7 32/2 32/6 33/6 33/10 34/7 34/15 34/22 35/18 36/17 37/24 38/9 38/10 39/5 39/9 39/10 39/24 41/9
sit [1] 10/25	SW [2] 2/12 2/22
sitting [1] 5/11	sworn [2] 11/23 13/9
situation [2] 8/12 31/17	sympathy [1] 12/16
situations [1] 26/6	system [2] 33/5 44/2
sneaking [1] 31/14	T
so [33] 5/8 6/18 6/21 7/21 7/24 8/8 9/3 9/18 9/19 9/22 11/19 12/18 17/21 19/23 21/12 21/15 22/15 24/4 24/5 28/2 28/16 28/17 29/18 29/22 36/25 40/12 41/8 41/22 42/8 42/15 42/17 43/6 44/1	table [1] 11/2
solely [2] 12/17 14/11	take [18] 9/3 10/7 10/10 11/15 19/24 19/25 20/5 21/5 23/8 26/23 27/19 27/21 34/3 34/10 35/8 36/15 36/18 37/9
some [10] 6/5 6/13 6/14 7/11 11/1 12/3 12/20 14/21 33/8 33/25	taken [3] 38/18 40/21 41/6
somebody [8] 6/9 7/8 7/8 7/11 7/24 7/24 9/16 11/9	takes [1] 31/12
someone [1] 37/5	taking [3] 20/2 22/20 41/22
something [1] 34/20	Talcott [2] 2/11 5/2
sometimes [2] 14/6 15/20	talk [2] 5/18 19/5
soon [1] 23/12	talked [2] 10/12 21/12
sorry [1] 4/19	talking [2] 30/18 33/14
speak [4] 5/7 5/8 7/14 20/25	tasks [1] 25/15
speaks [1] 39/23	Taylor [1] 23/25
special [1] 20/25	team [6] 29/11 34/23 35/22 37/7 40/2 40/6
spend [2] 21/22 38/3	tech [1] 44/5
stand [2] 5/24 24/4	technology [1] 4/18
standards [2] 27/23 27/25	telephone [3] 9/21 9/24 10/3
start [10] 8/2 8/15 9/11 19/1 21/1 22/16 23/13 43/10 43/13 43/23	tell [20] 6/10 6/16 8/1 8/10 13/12 17/21 24/19 26/2 27/17 27/19 27/22 30/1 30/9 30/14 30/25 34/9 36/5 38/22 41/12 42/25
started [3] 35/18 36/7 36/7	telling [1] 33/13
state [4] 16/21 17/10 23/16 24/20	tells [6] 31/5 31/8 31/11 31/14 31/19 34/11
stated [1] 13/22	ten [2] 21/13 43/4
statement [7] 3/5 15/1 20/10 20/10 20/13 43/6 43/8	tended [1] 7/6
statements [6] 5/17 13/17 13/19 21/6 24/2 34/23	terminated [1] 16/20
STATES [4] 1/1 1/12 2/21 4/4	terms [1] 7/20
statute [2] 16/24 16/25	testified [1] 16/6
stay [1] 6/3	testify [1] 16/3
Stephani [15] 28/23 29/2 29/2 35/18 35/20 35/24 35/25 36/2 36/4 36/6 36/8 36/20 37/8 37/12 39/4	testifying [1] 16/7
Stephani DiNunzio [1] 28/23	testimony [14] 13/9 13/13 14/4 14/7 14/13 15/25 15/25 16/4 16/9 16/10 19/19 19/21 21/24 35/12
steps [1] 27/20	text [1] 18/1
stickers [1] 23/1	than [6] 13/2 36/18 42/14 42/15 42/19 42/20
stop [1] 30/13	thank [17] 4/21 5/6 5/13 10/16 10/20 11/8 11/19 12/1 21/7 22/22 24/1 24/7 24/9 43/3 43/14 43/23 44/8
story [5] 24/19 26/2 42/14 42/18 42/20	that [182]
Street [2] 2/4 2/10	that's [10] 4/13 5/24 7/9 8/12 8/25 9/17 9/25 10/2 23/2 38/14
stricken [2] 14/5 15/20	their [15] 7/16 13/19 13/25 21/23 24/3 24/5 26/16 28/3 28/4 29/5 30/7 30/23 33/2 36/16 43/6
strike [2] 8/8 8/12	them [24] 7/25 10/1 12/20 13/15 13/16 13/21 13/22 13/22 15/1 19/25 21/15 21/15 21/21 22/3 22/9 22/19 23/9 24/5 26/12 35/10 35/12 35/12 36/5 36/5
strips [1] 34/7	themselves [1] 36/16
struggle [1] 5/12	then [27] 8/1 8/13 8/15 8/23 10/10 12/3 14/16 18/12 20/14 20/15 22/13 23/12 23/16 23/16 24/17 25/11 28/4 30/14 32/1 34/20 35/1 37/16 38/8 41/1 42/3 43/12 43/25
student [1] 4/16	therapeutic [1] 29/4
subject [2] 5/15 31/25	there [16] 6/5 6/17 7/23 9/19 9/21 10/21 11/2 11/15 15/10 20/22 20/23 23/7 23/8 26/7 29/22 37/13
submission [1] 33/6	there's [1] 36/24
subordinate [1] 37/6	thereafter [1] 29/16
subordinates [1] 39/5	therefore [1] 13/7
such [3] 14/13 18/18 31/7	these [13] 8/3 12/8 18/21 18/24 18/25 19/7 19/11 22/1 26/9 26/11 26/13 36/9 36/19
suggestion [1] 8/17	they [35] 5/12 6/11 7/6 7/6 7/7 7/22 7/23 7/25 8/1 9/20 11/4 12/20 13/18 14/1 20/4 21/15 21/20 21/22 21/22 24/5 26/7 26/9 27/5 27/14 28/4 30/22 31/13 33/3 33/13 34/9 37/11 37/18 41/8 41/9 43/9
Suggestions [1] 8/17	thing [2] 9/9 28/10
suing [3] 27/12 35/15 36/13	things [9] 6/22 10/13 11/1 13/14 16/6 29/15 36/19 37/1 41/16
Suite [2] 2/4 2/12	think [13] 7/2 7/2 7/9 8/11 8/25 11/4 20/24 21/24 22/24 23/12 38/16 43/7 44/4
summary [1] 16/15	thinking [1] 31/11
supervising [2] 29/8 29/13	thinks [1] 15/13
supervisor [8] 25/3 25/9 25/15 25/17 32/2 33/11 36/6 40/17	
supervisor's [1] 25/12	
supplements [1] 32/20	
support [1] 35/9	
supporting [1] 35/12	
supports [1] 26/19	
supposed [1] 32/23	
sure [2] 5/25 8/21	
surprised [1] 11/6	
suspected [4] 28/1 28/6 28/12 28/16	
suspects [1] 42/5	
sustain [2] 15/15 15/18	

T	V
third [2] 2/22 36/13 this [60] Thomsen [1] 37/6 those [16] 5/12 6/18 8/8 9/3 9/3 12/12 13/4 15/2 15/5 16/13 21/4 21/16 23/10 23/11 27/21 28/8 though [2] 31/25 35/3 thought [1] 35/20 three [7] 6/11 7/10 25/23 27/12 29/7 29/8 35/5 three-month [1] 29/7 through [3] 7/11 41/7 41/7 throughout [2] 17/12 22/2 thumbs [1] 43/11 thus [1] 8/1 time [20] 8/2 9/10 9/10 9/11 19/4 19/4 19/20 21/1 21/5 21/23 22/16 25/19 27/3 32/2 33/11 34/14 37/20 39/8 43/6 43/10 timeline [5] 29/23 29/25 31/2 33/7 35/10 times [2] 5/23 13/20 timetable [1] 29/23 tip [1] 42/15 today [5] 26/8 41/6 41/7 41/7 41/15 told [8] 15/23 33/18 33/19 35/21 35/25 36/2 36/9 37/13 tomorrow [1] 22/12 too [4] 6/1 6/18 36/7 36/9 took [5] 12/18 41/4 41/8 41/8 42/24 top [3] 40/7 40/9 40/18 train [1] 37/4 trained [1] 37/5 transcribed [1] 11/22 transcript [3] 19/18 45/5 45/6 treat [2] 24/25 31/13 treated [1] 19/9 treatment [1] 25/4 trial [15] 1/10 4/18 9/19 11/11 14/11 17/12 18/6 18/22 19/1 19/4 19/18 20/9 20/21 28/21 35/10 true [5] 13/2 15/6 40/14 42/14 42/14 truth [2] 8/10 10/14 try [4] 5/8 10/22 18/20 21/3 trying [1] 36/20 turning [1] 33/4 two [8] 6/10 20/22 25/10 31/6 33/6 34/13 38/21 41/10 Tyler [1] 23/23 typically [2] 8/11 20/21	vaccinated [1] 5/19 Valentine [1] 23/22 Van [1] 23/25 verdict [8] 12/10 13/13 17/13 18/15 19/14 20/20 42/21 43/1 versus [1] 4/7 very [12] 4/21 5/13 12/1 19/10 21/7 21/21 31/13 31/24 34/17 37/24 38/6 43/14 via [2] 18/1 44/1 video [1] 9/17 video-cast [1] 9/17 view [2] 37/22 38/13 violate [1] 41/22 violated [1] 26/5 violates [1] 18/24 violation [10] 17/1 27/13 28/1 28/6 28/8 28/12 28/16 31/21 35/16 36/14 violations [3] 16/22 38/7 40/24 virtual [1] 38/12 visits [3] 37/24 38/11 38/12 visually [1] 42/12 voice [1] 5/10 voir [4] 7/11 7/20 8/11 9/22 Volume [1] 1/10
U	W
U.S [2] 27/7 34/24 unapproved [3] 27/1 27/6 27/16 uncomfortable [1] 33/15 under [4] 14/1 16/22 19/9 33/2 understand [3] 19/6 20/11 31/9 Understood [1] 9/6 undervalued [1] 42/25 unethically [1] 32/21 unfortunately [1] 6/13 unit [3] 32/11 39/15 39/17 UNITED [4] 1/1 1/12 2/21 4/4 United States [1] 4/4 University [1] 4/16 unlawful [1] 16/24 unless [1] 17/21 unmasked [3] 11/15 11/16 43/9 until [5] 17/13 17/21 18/3 20/1 44/5 unusual [2] 8/12 21/19 up [16] 5/7 5/8 7/14 7/23 7/24 8/23 9/16 21/2 22/20 36/2 37/1 39/23 40/4 43/11 43/15 43/17 urge [1] 19/18 us [14] 4/18 5/15 5/18 8/1 11/1 19/7 26/8 26/12 27/17 27/19 27/22 30/1 38/22 41/23 use [5] 22/1 27/16 30/22 33/16 33/18 used [2] 10/17 27/18 uses [4] 26/16 27/1 27/6 30/7 using [1] 18/19	wait [3] 8/15 21/24 44/5 waiting [1] 19/6 want [10] 6/15 7/15 8/21 11/6 22/9 26/17 42/12 43/4 43/5 43/19 wants [3] 31/15 34/2 37/9 warning [3] 31/4 34/6 34/13 was [27] 5/9 6/5 6/8 8/22 11/22 11/23 16/17 30/22 33/15 33/17 33/23 35/20 36/5 37/6 37/13 37/18 37/19 38/1 39/10 39/12 39/14 39/16 39/18 39/20 40/3 40/18 41/17 Washington [1] 2/4 wasn't [2] 7/7 36/6 watch [1] 18/16 watching [1] 19/22 water [1] 35/24 wave [1] 19/21 way [10] 9/1 13/22 17/22 17/23 18/10 18/20 31/10 31/16 41/2 41/14 ways [2] 8/20 8/21 we [79] we're [1] 8/8 wear [1] 5/16 website [1] 18/2 week [1] 12/2 weeks [4] 25/23 34/13 35/5 36/19 weight [2] 14/18 14/20 welcome [2] 4/21 43/19 well [1] 43/9 went [1] 37/11 were [9] 6/11 6/22 7/7 10/13 33/16 33/18 33/19 34/24 40/14 weren't [1] 33/17 West [1] 39/17 whack [2] 37/18 38/10 what [44] 5/7 5/7 5/24 6/4 7/10 8/22 10/3 11/9 11/18 12/10 12/23 13/8 13/12 13/15 13/18 14/14 15/10 15/19 17/13 19/14 19/17 20/11 22/15 22/25 23/6 24/19 26/8 26/13 26/18 29/24 30/4 33/12 33/13 33/22 34/1 37/20 38/19 39/8 39/10 39/22 41/25 42/13 42/13 42/24 whatever [2] 9/24 21/2 whatsoever [1] 6/9 when [27] 6/25 12/24 13/25 14/9 14/22 15/11 15/22 20/2 21/20 21/22 22/1 25/10 26/4 27/5 27/14 28/5 29/24 30/7 30/18 30/21 30/23 36/4 37/1 37/5 38/9 41/5 42/5 Whenever [1] 15/18 where [2] 12/5 30/24 whether [7] 7/1 10/13 12/14 16/8 20/5 40/23 40/25 which [12] 8/16 13/3 13/10 13/11 14/16 15/10 15/23 15/25 15/25 24/23 29/17 42/18

W
<p> while [2] 16/7 19/6 whistleblowing [1] 16/25 who [18] 6/17 7/3 7/4 10/25 13/4 16/3 18/24 24/12 26/25 27/21 29/1 32/17 33/9 36/15 37/5 38/6 39/6 40/23 whose [1] 27/18 why [14] 22/20 37/15 37/22 38/3 38/5 38/8 38/10 38/13 38/15 38/22 40/10 40/14 40/19 41/14 will [97] Williamson [1] 2/12 win [3] 30/16 31/10 31/15 wink [2] 32/23 32/23 wish [1] 19/24 without [6] 28/2 33/22 33/23 36/23 37/12 45/6 witness [9] 5/24 13/9 14/14 14/14 16/1 16/4 16/5 43/25 44/1 witness's [5] 16/6 16/7 16/7 16/9 16/10 witnesses [5] 13/18 16/3 41/25 42/12 42/17 won't [2] 38/19 38/20 word [1] 35/8 words [3] 17/10 35/18 36/17 work [7] 8/16 22/16 29/9 34/19 37/9 43/2 43/10 workers [1] 41/12 working [3] 19/7 32/25 38/3 workplace [3] 26/10 26/11 41/23 worn [1] 5/22 worse [1] 36/20 worthy [1] 40/25 would [20] 4/9 5/15 5/25 6/2 6/2 6/24 8/2 8/23 11/9 15/19 19/1 21/24 23/11 23/17 30/4 34/3 36/4 36/4 38/25 41/22 write [1] 26/22 writes [1] 39/23 writing [1] 17/25 written [2] 26/6 34/5 wrong [3] 30/2 42/19 42/20 Wyatt [1] 2/12 </p>
Y
<p> year [16] 25/8 25/10 25/15 25/19 25/19 25/22 25/24 29/5 31/6 31/7 34/1 34/6 36/18 38/12 40/3 40/16 year-end [1] 31/6 years [4] 16/18 25/6 39/10 41/3 yes [10] 9/5 10/10 10/11 21/18 22/7 22/17 22/18 22/21 23/14 43/16 you [195] you'll [5] 23/6 26/18 40/22 40/23 41/24 you're [3] 26/18 28/20 30/16 you've [1] 26/4 youngest [1] 39/5 your [68] Your Honor [11] 4/14 4/23 5/14 8/5 8/23 9/9 10/12 10/24 11/14 11/20 22/14 yourself [6] 20/1 37/22 38/8 38/13 40/13 42/18 yourselves [1] 4/9 </p>